TWENTY-THIRD ANNUAL WORKFORCE REPORT

FISCAL YEAR 2001-02

State of Michigan
Department of Civil Service

Civil Service Commissioners:

Susan Grimes Munsell, Chairperson
Robert P. Hunter
Sherry L. McMillan
James P. Pitz

John F. Lopez, State Personnel Director

STATISTICAL HIGHLIGHTS
FY 2001-02

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	44.4
Average Annual Salary	$43,893
Average Annual Fringe Benefit Cost	$18,220
Average Sick Leave Days Used	10.3
Average Annual Leave Days Used	19.8
Average Years of Service	13.4

WORK FORCE CHARACTERISTICS

Females	50.9%
Males	49.1%
Eligible for Longevity	72.6%
Less than Six Years of Service	28.6%
Six to Ten Years of Service	15.9%
Over Ten Years of Service	55.5%
Exclusively Represented for Collective Bargaining	71.4%
Turnover Separations without Expired Appointments	10.3%*
Turnover Separations with Expired Appointments	11.8%*

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaskan Native	1.2%
Asian or Pacific Islander	1.1%
Black	18.1%
Hispanic	2.7%
White	76.7%
Not Disclosed	0.2%

*Includes Early Retirements

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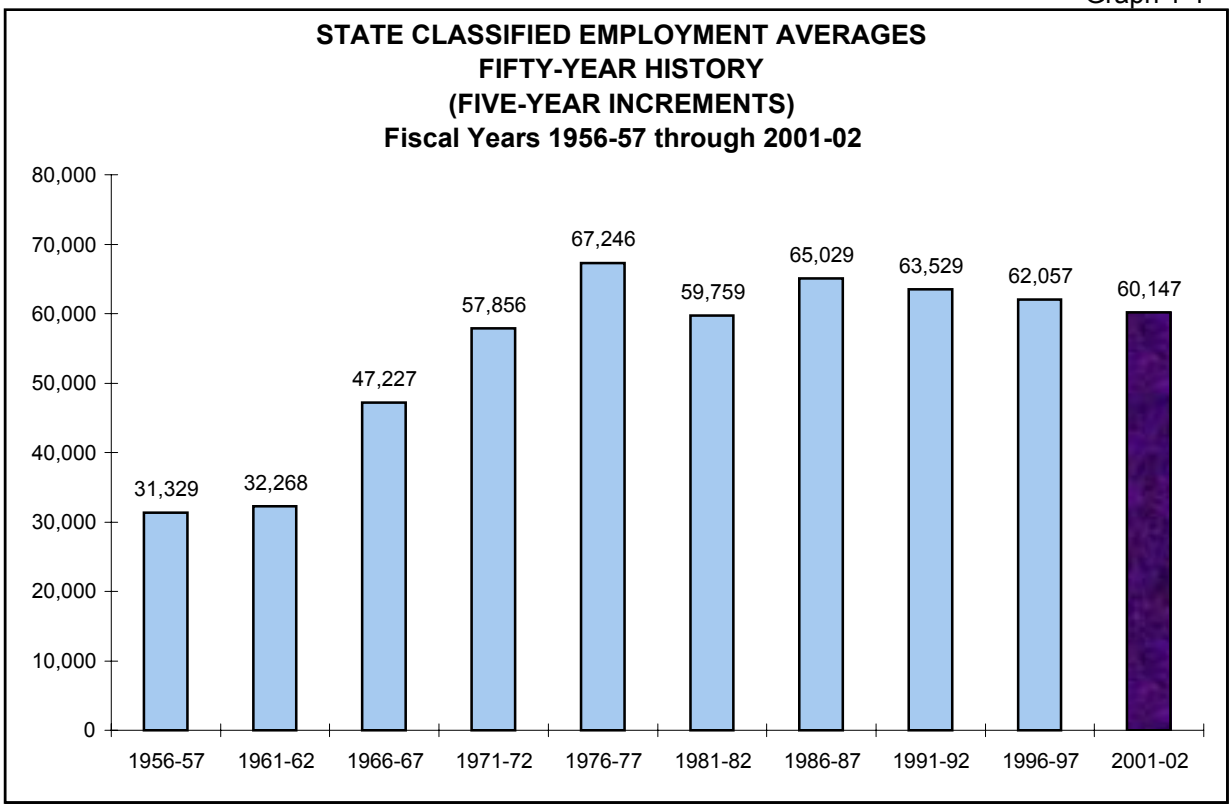
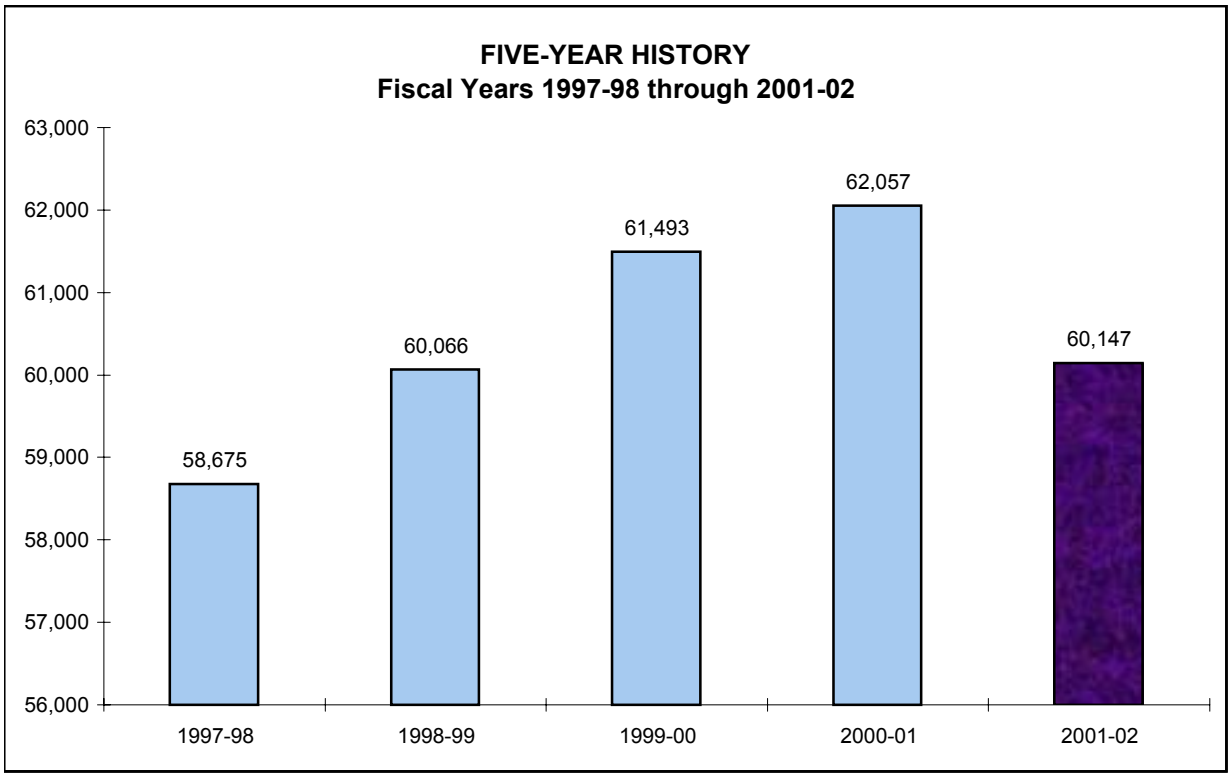
SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

Graph 1-1



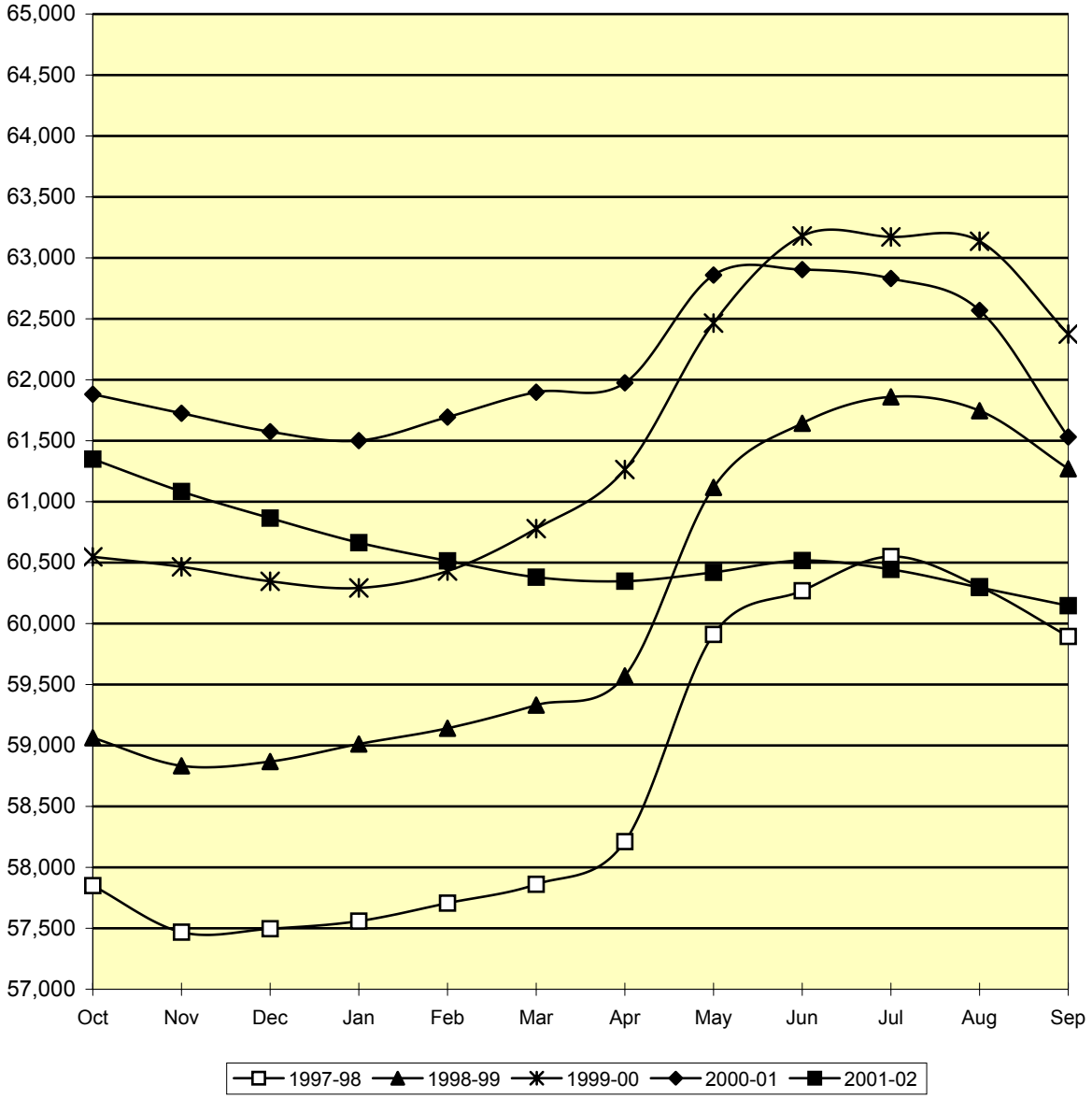


Source: MAIN, MIDB Civil Service HWF09.

Comment: Employment averages are based on counts of classified employees in full-time, part-time, permanent intermittent, limited term, seasonal and non-career positions for each month during the fiscal year.

Graph 1-2

STATE CLASSIFIED EMPLOYMENT FIGURES
Fiscal Years 1997-98 through 2001-02



ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

Table 1-1

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
AGRICULTURE CENTRAL OFFICE	79/01	465.0	10.0	10.0	109.0	2.0	68.0	664.0	1.5	**662.5**
AGRICULTURE TOTAL		**465.0**	**10.0**	**10.0**	**109.0**	**2.0**	**68.0**	**664.0**	**1.5**	**662.5**
ATY GNRL CENTRAL OFFICE	11/01	488.0	13.0	0.0	13.0	0.0	0.0	514.0	0.0	**514.0**
ATTORNEY GENERAL TOTAL		**488.0**	**13.0**	**0.0**	**13.0**	**0.0**	**0.0**	**514.0**	**0.0**	**514.0**
LEGISLATIVE AUDITOR GENERAL	03/01	141.0	0.0	11.0	16.0	0.0	4.0	172.0	0.0	**172.0**
AUDITOR GENERAL TOTAL		**141.0**	**0.0**	**11.0**	**16.0**	**0.0**	**4.0**	**172.0**	**0.0**	**172.0**
MDCD EMPLOYMENT SERVICE AGENCY	80/02	233.0	0.0	0.0	35.0	0.0	8.0	276.0	0.0	**276.0**
MI DEPT. OF CAREER DEV.	80/01	710.0	5.0	2.0	26.0	33.0	6.0	782.0	2.0	**780.0**
CAREER DEVELOPMENT TOTAL		**943.0**	**5.0**	**2.0**	**61.0**	**33.0**	**14.0**	**1,058.0**	**2.0**	**1,056.0**
CIV RGHT CENTRAL OFFICE	15/01	132.0	0.0	1.0	28.0	0.0	1.0	162.0	0.0	**162.0**
CIVIL RIGHTS TOTAL		**132.0**	**0.0**	**1.0**	**28.0**	**0.0**	**1.0**	**162.0**	**0.0**	**162.0**
CIV SERV CENTRAL OFFICE	19/01	176.0	1.0	0.0	9.0	0.0	9.0	195.0	1.0	**194.0**
CIVIL SERVICE TOTAL		**176.0**	**1.0**	**0.0**	**9.0**	**0.0**	**9.0**	**195.0**	**1.0**	**194.0**
DCH - MT. PLEASANT CENTER	39/12	380.0	0.0	4.0	68.0	0.0	0.0	452.0	0.0	**452.0**
DCH - SOUTHGATE CENTER	39/28	0.0	0.0	0.0	6.0	0.0	0.0	6.0	0.0	**6.0**
DCH-CARO CENTER	39/02	383.0	2.0	0.0	25.0	0.0	0.0	410.0	0.0	**410.0**
DCH-CLINTON VALLEY CTR-PONTIAC	39/15	0.0	0.0	0.0	6.0	0.0	0.0	6.0	0.0	**6.0**
DCH-COM HEALTH CENTRAL OFFICE	39/01	1,316.0	6.0	13.0	30.0	0.0	47.0	1,412.0	2.0	**1,410.0**
DCH-CTR FORENSIC PSYCHIATRY	39/20	466.0	2.0	0.0	1.0	0.0	0.0	469.0	0.0	**469.0**
DCH-HAWTHORN CENTER NORTHVILLE	39/06	260.0	4.0	2.0	0.0	0.0	0.0	266.0	0.0	**266.0**
DCH-HURON VALLEY CTR-ANN ARBOR	39/04	671.0	4.0	2.0	0.0	0.0	0.0	677.0	0.0	**677.0**
DCH-KALAMAZOO PSYCHIATRIC HOSP	39/09	286.0	11.0	0.0	15.0	0.0	0.0	312.0	0.0	**312.0**
DCH-NORTHVILLE PSYCH HOSPITAL	39/14	637.0	3.0	1.0	16.0	0.0	0.0	657.0	0.0	**657.0**
DCH-OFFICE OF SERVICES TO TH	39/70	28.0	0.0	1.0	1.0	0.0	0.0	30.0	0.0	**30.0**
DCH-WALTER P. REUTHER PSY HOSP	39/45	374.0	0.0	0.0	0.0	0.0	0.0	374.0	0.0	**374.0**
COMMUNITY HEALTH TOTAL		**4,801.0**	**32.0**	**23.0**	**168.0**	**0.0**	**47.0**	**5,071.0**	**2.0**	**5,069.0**
CIS - CENTRAL OFFICE	63/01	1,975.0	33.0	16.0	72.0	1.0	52.0	2,149.0	4.0	**2,145.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

Table 1-1

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
CIS - UNEMPLOYMENT AGENCY	67/02	946.0	4.0	177.0	13.0	0.0	4.0	1,144.0	0.0	**1,144.0**
MES BOARD OF REVIEW	63/15	15.0	0.0	0.0	2.0	0.0	0.0	17.0	0.0	**17.0**
MSHDA	63/05	139.0	10.0	6.0	104.0	0.0	12.0	271.0	3.0	**268.0**
CONSUMERS & INDUSTRY SERVICES TOTAL		**3,075.0**	**47.0**	**199.0**	**191.0**	**1.0**	**68.0**	**3,581.0**	**7.0**	**3,574.0**
DOC-ADRIAN/GUS HARRISON FAC	47/29	552.0	0.0	0.0	1.0	0.0	0.0	553.0	0.0	**553.0**
DOC-ALGER MAX SECURITY CORRECT	47/35	385.0	1.0	0.0	4.0	0.0	0.0	390.0	0.0	**390.0**
DOC-BARAGA FACILITY	47/40	455.0	2.0	0.0	1.0	0.0	0.0	458.0	0.0	**458.0**
DOC-BELLAMY CREEK FACILITY	47/48	518.0	0.0	0.0	3.0	0.0	0.0	521.0	0.0	**521.0**
DOC-BROOKS FACTY/MUSKEGON TEMP	47/30	544.0	0.0	0.0	1.0	0.0	0.0	545.0	0.0	**545.0**
DOC-CARSON CITY FAC/CARSON CIT	47/31	566.0	0.0	0.0	3.0	0.0	0.0	569.0	0.0	**569.0**
DOC-CHIPPEWA FAC/CHIPPEWA TEM	47/32	618.0	1.0	0.0	1.0	0.0	1.0	621.0	0.0	**621.0**
DOC-COOPER STREET FACILITY	47/52	278.0	1.0	0.0	0.0	0.0	0.0	279.0	0.0	**279.0**
DOC-CORRECTN CENTRAL OFFICE	47/02	411.0	0.0	0.0	41.0	0.0	28.0	480.0	0.0	**480.0**
DOC-COTTON FACILITY	47/20	445.0	0.0	1.0	1.0	0.0	0.0	447.0	0.0	**447.0**
DOC-CRANE FACILITY	47/16	383.0	0.0	0.0	7.0	0.0	0.0	390.0	0.0	**390.0**
DOC-EGELER FACILITY	47/27	728.0	0.0	2.0	1.0	0.0	0.0	731.0	0.0	**731.0**
DOC-FIELD OPERATION REGION III	47/63	578.0	14.0	0.0	9.0	0.0	0.0	601.0	0.0	**601.0**
DOC-FIELD OPERATIONS REGION I	47/61	547.0	1.0	0.0	4.0	0.0	0.0	552.0	0.0	**552.0**
DOC-FIELD OPERATIONS REGION II	47/62	756.0	2.0	5.0	7.0	0.0	0.0	770.0	0.0	**770.0**
DOC-HANDLON MI TRAINING UNT	47/05	309.0	0.0	0.0	3.0	0.0	0.0	312.0	0.0	**312.0**
DOC-HURON VALLEY MENS FACILITY	47/15	316.0	4.0	0.0	0.0	0.0	0.0	320.0	0.0	**320.0**
DOC-IONIA MAXIMUM FACILITY	47/24	367.0	0.0	0.0	5.0	0.0	0.0	372.0	0.0	**372.0**
DOC-IONIA TEMP FACILITY	47/19	223.0	1.0	0.0	1.0	0.0	0.0	225.0	0.0	**225.0**
DOC-JACKSON CENTRAL REGION	47/50	106.0	0.0	0.0	11.0	0.0	0.0	117.0	0.0	**117.0**
DOC-KINROSS/HIAWATHA FACILITY	47/12	583.0	0.0	1.0	1.0	0.0	1.0	586.0	0.5	**585.5**
DOC-LAKELAND MEN'S FACILITY	47/18	305.0	0.0	0.0	0.0	0.0	0.0	305.0	0.0	**305.0**
DOC-MACOMB FACILITY	47/41	353.0	1.0	0.0	0.0	0.0	0.0	354.0	0.0	**354.0**
DOC-MARQUETTE BRANCH PRISON	47/06	456.0	0.0	0.0	2.0	0.0	0.0	458.0	0.0	**458.0**
DOC-MICHIGAN STATE INDUSTRIES	47/09	210.0	0.0	0.0	2.0	0.0	2.0	214.0	0.0	**214.0**
DOC-MID MICHIGAN FACILITY	47/33	633.0	0.0	0.0	0.0	0.0	0.0	633.0	0.0	**633.0**
DOC-MOUND FACILITY	47/37	332.0	1.0	0.0	4.0	0.0	0.0	337.0	0.0	**337.0**
DOC-MUSKEGON FACILITY	47/04	295.0	0.0	0.0	5.0	0.0	0.0	300.0	0.0	**300.0**
DOC-NEWBERRY FACILITY	47/43	369.0	1.0	0.0	0.0	0.0	0.0	370.0	0.0	**370.0**
DOC-OAKS FACILITY	47/39	398.0	0.0	0.0	2.0	0.0	0.0	400.0	0.0	**400.0**

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

Table 1-1

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
DOC-OJIBWAY FACILITY	47/46	314.0	0.0	1.0	2.0	0.0	0.0	317.0	0.0	**317.0**
DOC-PARNALL FACILITY	47/51	274.0	0.0	0.0	1.0	0.0	0.0	275.0	0.5	**274.5**
DOC-PINE RIVER FACILITY	47/44	240.0	0.0	0.0	1.0	0.0	0.0	241.0	0.0	**241.0**
DOC-PUGSLEY FACILITY	47/45	236.0	1.0	0.0	2.0	0.0	0.0	239.0	0.0	**239.0**
DOC-RIVERSIDE FACILITY	47/11	473.0	0.0	1.0	2.0	0.0	2.0	478.0	0.0	**478.0**
DOC-RYAN FACILITY	47/38	347.0	0.0	0.0	0.0	0.0	0.0	347.0	0.0	**347.0**
DOC-SAGINAW FACILITY	47/42	386.0	1.0	0.0	3.0	0.0	1.0	391.0	0.0	**391.0**
DOC-SCOTT FACILITY	47/21	408.0	0.0	0.0	0.0	0.0	0.0	408.0	0.0	**408.0**
DOC-SOUTHERN MICHIGAN FACILITY	47/53	433.0	0.0	0.0	1.0	0.0	0.0	434.0	0.0	**434.0**
DOC-STANDISH MAXIMUM FACILITY	47/34	425.0	1.0	0.0	3.0	0.0	1.0	430.0	0.0	**430.0**
DOC-THUMB FACILITY	47/25	390.0	0.0	0.0	0.0	0.0	2.0	392.0	0.0	**392.0**
DOC-WESTERN WAYNE FACILITY	47/17	287.0	1.0	0.0	1.0	0.0	0.0	289.0	0.0	**289.0**
CORRECTIONS TOTAL		**17,232.0**	**34.0**	**11.0**	**136.0**	**0.0**	**38.0**	**17,451.0**	**1.0**	**17,450.0**
CENTER FOR EDUCATION	32/01	8.0	0.0	0.0	13.0	0.0	0.0	21.0	0.0	**21.0**
EDUCATION	31/03	250.0	9.0	4.0	40.0	52.0	3.0	358.0	7.0	**351.0**
EDUCATION TOTAL		**258.0**	**9.0**	**4.0**	**53.0**	**52.0**	**3.0**	**379.0**	**7.0**	**372.0**
DEPARTMENT OF ENVIRONMENTAL QU	76/01	1,337.0	9.0	25.0	102.0	0.0	26.0	1,499.0	7.0	**1,492.0**
ENVIRONMENTAL QUALITY TOTAL		**1,337.0**	**9.0**	**25.0**	**102.0**	**0.0**	**26.0**	**1,499.0**	**7.0**	**1,492.0**
OFFICE OF THE GOVERNOR	01/01	0.0	0.0	0.0	49.0	0.0	0.0	49.0	0.0	**49.0**
EXECUTIVE OFFICE TOTAL		**0.0**	**0.0**	**0.0**	**49.0**	**0.0**	**0.0**	**49.0**	**0.0**	**49.0**
FIA - INSTITUTIONS	43/07	280.0	1.0	28.0	16.0	0.0	0.0	325.0	0.0	**325.0**
FIA-BERRIEN COUNTY	43/22	176.0	1.0	0.0	4.0	9.0	0.0	190.0	0.0	**190.0**
FIA-CALHOUN COUNTY	43/23	146.0	0.0	0.0	10.0	0.0	0.0	156.0	0.0	**156.0**
FIA-COUNTIES	43/08	2,365.0	21.0	1.0	132.0	38.0	0.0	2,557.0	9.0	**2,548.0**
FIA-FMLY IND CENTRAL OFFICE	43/01	1,900.0	21.0	21.0	242.0	0.0	12.0	2,196.0	11.0	**2,185.0**
FIA-GENESEE COUNTY	43/02	565.0	4.0	0.0	21.0	0.0	0.0	590.0	2.0	**588.0**
FIA-INGHAM COUNTY	43/12	261.0	0.0	0.0	25.0	1.0	0.0	287.0	0.0	**287.0**
FIA-JACKSON COUNTY	43/15	116.0	4.0	0.0	2.0	0.0	0.0	122.0	1.0	**121.0**
FIA-KALAMAZOO COUNTY	43/14	209.0	0.0	0.0	15.0	0.0	0.0	224.0	0.0	**224.0**
FIA-KENT COUNTY	43/03	391.0	5.0	1.0	14.0	10.0	0.0	421.0	2.0	**419.0**
FIA-MACOMB COUNTY	43/04	349.0	9.0	0.0	13.0	0.0	0.0	371.0	3.0	**368.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
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TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

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		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
FIA-MAXEY TRAINING SCHOOL	43/11	321.0	0.0	25.0	47.0	0.0	0.0	393.0	0.0	**393.0**
FIA-MUSKEGON COUNTY	43/24	188.0	6.0	0.0	6.0	0.0	0.0	200.0	2.0	**198.0**
FIA-OAKLAND COUNTY	43/05	445.0	0.0	0.0	25.0	0.0	0.0	470.0	1.5	**468.5**
FIA-SAGINAW COUNTY	43/13	257.0	0.0	0.0	17.0	0.0	0.0	274.0	0.0	**274.0**
FIA-WASHTENAW	43/25	150.0	0.0	0.0	3.0	0.0	0.0	153.0	0.0	**153.0**
FIA-WAYNE COUNTY DSS	43/06	159.0	0.0	0.0	51.0	0.0	0.0	210.0	0.0	**210.0**
FIA-WAYNE COUNTY O.C.Y.S.	43/20	762.0	0.0	0.0	7.0	0.0	0.0	769.0	0.0	**769.0**
FIA-WAYNE COUNTY ZONE 3	43/18	696.0	2.0	0.0	7.0	0.0	0.0	705.0	0.0	**705.0**
FIA-WAYNE COUNTY ZONE 4	43/19	621.0	0.0	1.0	6.0	0.0	0.0	628.0	0.0	**628.0**
FIA-WAYNE COUNTY ZONE L	43/16	634.0	0.0	1.0	20.0	0.0	0.0	655.0	0.0	**655.0**
FAMILY INDEPENDENCE AGENCY TOTAL		**10,991.0**	**74.0**	**78.0**	**683.0**	**58.0**	**12.0**	**11,896.0**	**31.5**	**11,864.5**
HISTORY ARTS AND LIBRARIES	25/01	189.0	0.0	4.0	7.0	15.0	103.0	318.0	1.0	**317.0**
HISTORY ARTS AND LIBRARIES TOTAL		**189.0**	**0.0**	**4.0**	**7.0**	**15.0**	**103.0**	**318.0**	**1.0**	**317.0**
MGMT BUD CENTRAL OFFICE	07/01	1,215.0	23.0	3.0	106.0	0.0	58.0	1,405.0	4.5	**1,400.5**
STRATEGIC FUND	07/40	224.0	5.0	14.0	12.0	0.0	55.0	310.0	1.5	**308.5**
MANAGEMENT & BUDGET TOTAL		**1,439.0**	**28.0**	**17.0**	**118.0**	**0.0**	**113.0**	**1,715.0**	**6.0**	**1,709.0**
D.J. JACOBETTI HOME FOR VETERA	51/03	149.0	5.0	5.0	1.0	0.0	0.0	160.0	1.0	**159.0**
GRAND RAPIDS HOME FOR VETERANS	51/02	480.0	2.0	11.0	8.0	0.0	0.0	501.0	0.0	**501.0**
MIL AFFR CENTRAL OFFICE	51/01	251.0	0.0	14.0	9.0	15.0	7.0	296.0	0.0	**296.0**
MILITARY AFFAIRS TOTAL		**880.0**	**7.0**	**30.0**	**18.0**	**15.0**	**7.0**	**957.0**	**1.0**	**956.0**
DEPARTMENT OF NATURAL RESOURCE	75/01	1,375.0	8.0	65.0	43.0	303.0	881.0	2,675.0	1.5	**2,673.5**
DEPT OF NATURAL RESOURCES-EXEC	75/04	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	**3.0**
NATURAL RESOURCES TOTAL		**1,375.0**	**8.0**	**65.0**	**46.0**	**303.0**	**881.0**	**2,678.0**	**1.5**	**2,676.5**
DEPARTMENT OF STATE	23/01	1,342.0	0.0	397.0	103.0	0.0	172.0	2,014.0	0.5	**2,013.5**
STATE TOTAL		**1,342.0**	**0.0**	**397.0**	**103.0**	**0.0**	**172.0**	**2,014.0**	**0.5**	**2,013.5**
STATE POLICE	55/01	2,965.0	6.0	11.0	74.0	0.0	8.0	3,064.0	2.0	**3,062.0**
STATE POLICE TOTAL		**2,965.0**	**6.0**	**11.0**	**74.0**	**0.0**	**8.0**	**3,064.0**	**2.0**	**3,062.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 04
REPORT SEQUENCE: HRS_DEPT_CD_DESC, HRS_AGENCY_CD
TABLES USED: HRM_EMPLOYEE, HRM_POSITION_SUMMARY

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS

Table 1-1

STATEWIDE WITH HRS DEPARTMENT AND AGENCY LEVEL DETAIL

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

HRS DEPARTMENT/AGENCY		EMPLOYEE STATUS CODE DESCRIPTION						SUB-TOTAL EMPLOYEE	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER			
BRIDGE AUTHORITIES-INTERNATION	59/03	33.0	0.0	3.0	0.0	0.0	9.0	45.0	0.0	**45.0**
BRIDGE AUTHORITIES-MACKINAW	59/02	51.0	0.0	16.0	24.0	0.0	9.0	100.0	0.0	**100.0**
TRANSPORTATION CENTRAL OFFICE	59/01	2,519.0	33.0	11.0	231.0	28.0	135.0	2,957.0	13.0	**2,944.0**
TRANSPORTATION TOTAL		**2,603.0**	**33.0**	**30.0**	**255.0**	**28.0**	**153.0**	**3,102.0**	**13.0**	**3,089.0**
BUREAU OF STATE LOTTERY	27/95	172.0	0.0	1.0	2.0	0.0	0.0	175.0	0.0	**175.0**
GAMING CONTROL	27/07	84.0	2.0	0.0	8.0	0.0	4.0	98.0	1.0	**97.0**
TREASURY CENTRAL PAYROLL	27/01	1,176.0	5.0	17.0	151.0	0.0	39.0	1,388.0	1.5	**1,386.5**
TREASURY TOTAL		**1,432.0**	**7.0**	**18.0**	**161.0**	**0.0**	**43.0**	**1,661.0**	**2.5**	**1,658.5**
STATEWIDE TOTAL:		**52,264.0**	**323.0**	**936.0**	**2,400.0**	**507.0**	**1,770.0**	**58,200.0**	**87.5**	**58,112.5**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be Part Time, Permanent Intermittent, Limited Term, Seasonal, or Non-Career. For this report, the actual number of employees who Job Share are divided in half.

Table 1-2

Full-Time Equated Employee Position Report

2001-2002 Fiscal Year End Summary

Through Pay Periods Ending Sep 29, 2001 and Sep 28, 2002

DEPARTMENT		FY 2002 Appropriated FTE Positions (A)	FY 2001-02 Average FTE Positions (B)	FY 2000-01 Average FTE Positions (C)	FY 2001-02 and FY 2000-01 Difference (B - C)	FY 2001-02and Appropriated Difference (B - A)
AGRICULTURE	Regular	647.5	624.2	660.1	-35.9	-23.3
	Overtime	0.0	3.0	9.0	-6.0	3.0
	Total	647.5	627.2	669.1	-41.9	-20.3
ATTORNEY GENERAL	Regular	595.0	527.9	542.1	-14.2	-67.1
	Overtime	0.0	0.6	1.3	-0.7	0.6
	Total	595.0	528.5	543.4	-14.8	-66.5
AUDITOR GENERAL	Regular	0.0	165.7	174.0	-8.3	165.7
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	165.7	174.1	-8.3	165.7
CAREER DEVELOPMENT	Regular	1,141.0	1,067.9	1,061.2	6.7	-73.1
	Overtime	0.0	2.3	3.1	-0.9	2.3
	Total	1,141.0	1,070.2	1,064.4	5.8	-70.8
CIVIL RIGHTS	Regular	166.5	161.2	164.4	-3.1	-5.3
	Overtime	0.0	0.2	0.0	0.1	0.2
	Total	166.5	161.4	164.4	-3.0	-5.1
CIVIL SERVICE	Regular	230.5	194.4	201.7	-7.3	-36.1
	Overtime	0.0	0.3	1.0	-0.7	0.3
	Total	230.5	194.7	202.7	-7.9	-35.8
COMMUNITY HEALTH	Regular	6,201.1	5,317.0	5,658.6	-341.6	-884.1
	Overtime	0.0	203.6	206.6	-2.9	203.6
	Total	6,201.1	5,520.6	5,865.2	-344.6	-680.5
CONSUMERS & INDUSTRY SERVICES	Regular	4,178.4	3,667.6	3,709.8	-42.2	-510.8
	Overtime	0.0	44.2	29.5	14.7	44.2
	Total	4,178.4	3,711.7	3,739.3	-27.5	-466.7
CORRECTIONS	Regular	19,390.5	17,919.2	18,289.9	-370.7	-1,471.3
	Overtime	0.0	826.5	958.8	-132.2	826.5
	Total	19,390.5	18,745.8	19,248.7	-502.9	-644.7

Report and Script Names: FTEAVG00.CLR, FTEAVG00.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2001-2002 Fiscal Year End Summary

Through Pay Periods Ending Sep 29, 2001 and Sep 28, 2002

DEPARTMENT		FY 2002 Appropriated FTE Positions (A)	FY 2001-02 Average FTE Positions (B)	FY 2000-01 Average FTE Positions (C)	FY 2001-02 and FY 2000-01 Difference (B - C)	FY 2001-02and Appropriated Difference (B - A)
EDUCATION	Regular	455.0	381.1	376.2	4.8	-73.9
	Overtime	0.0	2.2	2.6	-0.4	2.2
	Total	455.0	383.3	378.8	4.5	-71.7
ENVIRONMENTAL QUALITY	Regular	1,672.7	1,540.5	1,567.5	-27.0	-132.2
	Overtime	0.0	2.2	2.4	-0.2	2.2
	Total	1,672.7	1,542.7	1,569.9	-27.2	-130.0
EXECUTIVE OFFICE	Regular	75.0	56.9	67.2	-10.3	-18.1
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	75.0	56.9	67.2	-10.3	-18.1
FAMILY INDEPENDENCE AGENCY	Regular	13,499.6	12,477.7	12,903.8	-426.1	-1,021.9
	Overtime	0.0	182.0	372.0	-190.0	182.0
	Total	13,499.6	12,659.7	13,275.8	-616.1	-839.9
HISTORY ARTS AND LIBRARIES	Regular	139.7	247.8	0.0	247.8	108.1
	Overtime	0.0	0.5	0.0	0.5	0.5
	Total	139.7	248.4	0.0	248.4	108.7
MANAGEMENT & BUDGET	Regular	1,153.5	1,774.3	1,842.7	-68.3	620.8
	Overtime	0.0	27.3	30.1	-2.8	27.3
	Total	1,153.5	1,801.7	1,872.8	-71.1	648.2
MILITARY AFFAIRS	Regular	1,083.5	946.0	951.5	-5.4	-137.5
	Overtime	0.0	35.7	30.0	5.6	35.7
	Total	1,083.5	981.7	981.5	0.2	-101.8
NATURAL RESOURCES	Regular	2,177.5	2,193.1	2,643.2	-450.1	15.6
	Overtime	0.0	48.3	56.6	-8.3	48.3
	Total	2,177.5	2,241.5	2,699.8	-458.4	64.0
STATE	Regular	1,973.3	1,890.6	2,079.9	-189.2	-82.7
	Overtime	0.0	14.0	11.0	2.9	14.0
	Total	1,973.3	1,904.6	2,090.9	-186.3	-68.7

Report and Script Names: FTEAVG00.CLR, FTEAVG00.CLS
Report Sequence: Dept_Desc

Table 1-2

Full-Time Equated Employee Position Report

2001-2002 Fiscal Year End Summary

Through Pay Periods Ending Sep 29, 2001 and Sep 28, 2002

DEPARTMENT		FY 2002 Appropriated FTE Positions (A)	FY 2001-02 Average FTE Positions (B)	FY 2000-01 Average FTE Positions (C)	FY 2001-02 and FY 2000-01 Difference (B - C)	FY 2001-02and Appropriated Difference (B - A)
STATE POLICE	Regular	3,648.5	3,139.6	3,201.3	-61.7	-508.9
	Overtime	0.0	172.0	170.4	1.6	172.0
	Total	3,648.5	3,311.6	3,371.7	-60.1	-336.9
TRANSPORTATION	Regular	3,177.3	3,124.6	3,235.0	-110.4	-52.7
	Overtime	0.0	135.4	160.2	-24.9	135.4
	Total	3,177.3	3,259.9	3,395.2	-135.3	82.6
TREASURY	Regular	1,995.5	1,755.9	1,774.5	-18.5	-239.6
	Overtime	0.0	7.6	9.0	-1.3	7.6
	Total	1,995.5	1,763.6	1,783.4	-19.9	-231.9
STATEWIDE TOTALS	**Total Regular**	**63,601.6**	**59,173.6**	**61,104.5**	**-1,930.9**	**-4,428.0**
	Total Overtime	**0.0**	**1,707.8**	**2,053.6**	**-345.7**	**1,707.8**
	Grand Total	**63,601.6**	**60,881.4**	**63,158.1**	**-2,276.7**	**-2,720.2**

Note: Regular FTE's are the number of full-time equated positions based on regular time (total regular employee hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime (total overtime hours worked multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

Report and Script Names: FTEAVG00.CLR, FTEAVG00.CLS
Report Sequence: Dept_Desc

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

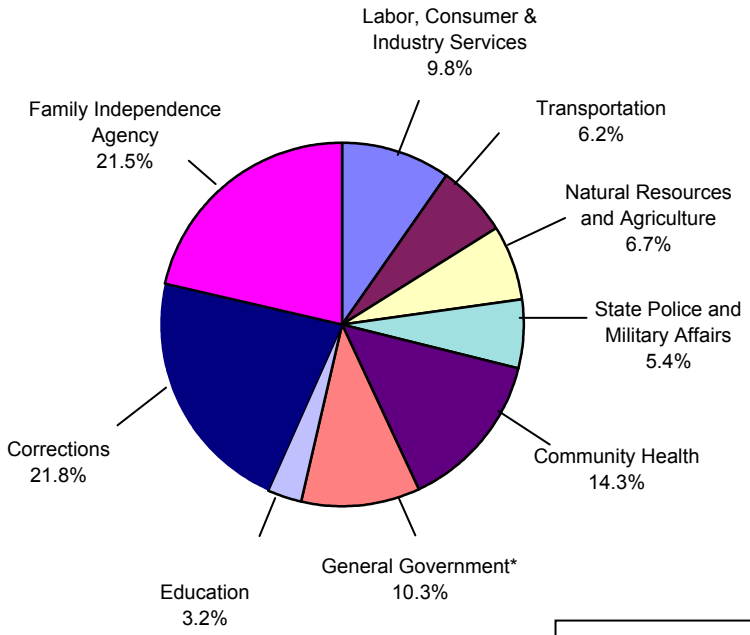
DEPARTMENT	2000-01 NUMBER	2000-01 PERCENT OF CLASSIFIED EMPLOYEES	2001-02 NUMBER	2001-02 PERCENT OF CLASSIFIED EMPLOYEES
Agriculture	737.0	1.2%	662.5	1.1%
Attorney General	550.0	0.9%	514.0	0.9%
Auditor General	178.0	0.3%	172.0	0.3%
Career Development	1,080.5	1.8%	1,056.0	1.8%
Civil Rights	164.0	0.3%	162.0	0.3%
Civil Service	202.5	0.3%	194.0	0.3%
Community Health	5,468.0	8.9%	5,069.0	8.7%
Consumer and Industry Services	3,779.0	6.1%	3,574.0	6.2%
Corrections	18,269.0	29.7%	17,450.0	30.0%
Education	400.5	0.7%	372.0	0.6%
Environmental Quality	1,587.0	2.6%	1,492.0	2.6%
Executive Office	65.0	0.1%	49.0	0.1%
Family Independence Agency	12,971.0	21.1%	11,864.5	20.4%
History Arts and Libraries	--	--	317.0	0.5%
Management and Budget	1,904.0	3.1%	1,709.0	2.9%
Military & Veterans Affairs	973.0	1.6%	956.0	1.6%
Natural Resources	2,727.0	4.4%	2,676.5	4.6%
State	2,272.5	3.7%	2,013.5	3.5%
State Police	3,203.0	5.2%	3,062.0	5.3%
Transportation	3,240.5	5.3%	3,089.0	5.3%
Treasury	1,759.5	2.9%	1,658.5	2.9%
TOTAL	61,531.0	100.0%	58,112.5	100.0%

Source: MAIN, MIDB Civil Service HWF03, pay period ending 9-28-02..

Comments: Statewide the number of classified employees decreased 5% from fiscal year 2000-01 to 2001-02.

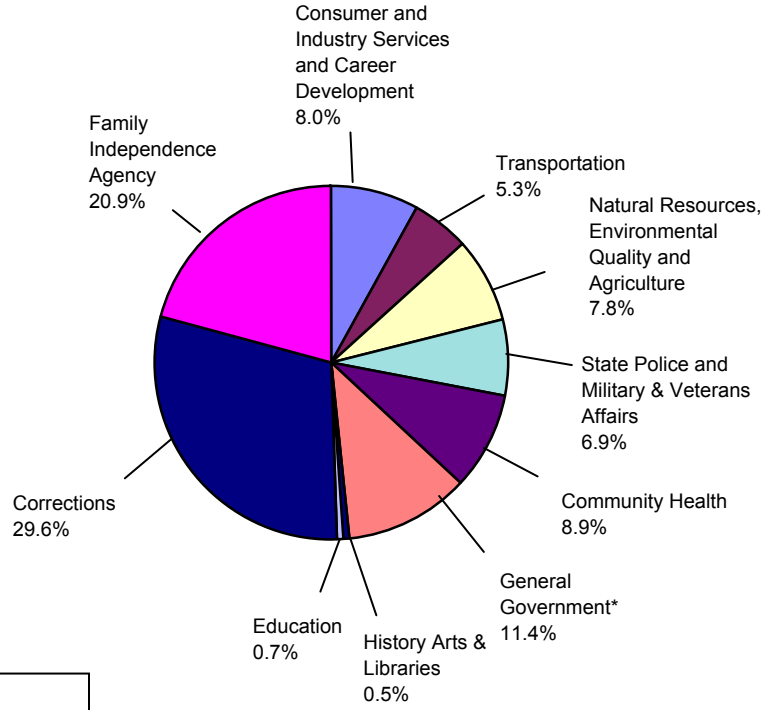
BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT AVERAGES
Fiscal Years 1991-92 and 2001-02 Compared

Graph 1-3



FISCAL YEAR 1991-92
AVERAGE CLASSIFIED EMPLOYMENT
61,506

GENERAL GOVERNMENT DEPARTMENTS
ATTORNEY GENERAL
AUDITOR GENERAL
CIVIL RIGHTS
CIVIL SERVICE
EXECUTIVE OFFICE
MANAGEMENT AND BUDGET
STATE
TREASURY



FISCAL YEAR 2001-02
AVERAGE CLASSIFIED EMPLOYMENT
60,147

Source: Averages were developed from monthly KA6020P01 (Classified Emloyees by Appointment Duration) reports for fiscal year 1991-92 and MAIN, MIDB Civil Service HWF09 for FY 2001-02.

Comments: Statewide, average classified employment decreased by 908 positions from 2000-01 to 2001-02.

AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT
FISCAL YEARS 19992-93 THROUGH 2001-02

DEPARTMENT	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00	00-01	01-02
Agriculture	530	535	549	599	606	631	632	657	697	702
Attorney General	517	519	522	539	552	547	549	559	558	538
Auditor General	144	162	167	162	164	163	169	174	179	176
Biologic Products Institute [1]	--	--	--	122	107	77	--	--	--	--
Career Development [2]	--	--	--	--	--	--	--	--	1,088	1,079
Civil Rights	175	174	183	179	166	159	163	160	166	164
Civil Service	301	310	307	294	224	205	207	206	206	200
Community Health	7,834	7,784	7,696	7,644	6,437	5,758	5,810	5,914	5,838	5,370
Consumer and Industry Services	5,015	4,865	4,335	4,270	4,661	4,049	3,909	3,843	3,823	3,735
Corrections	14,128	14,592	15,394	16,100	16,270	16,714	17,063	17,652	18,296	17,821
Education	1,913	1,060	721	558	512	436	442	403	396	393
Environmental Quality [3]	--	--	--	1,419	1,472	1,479	1,545	1,605	1,617	1,567
Executive Office	59	62	59	60	61	65	63	65	67	58
Family Independence Agency	13,410	13,998	14,429	14,107	12,981	12,443	12,836	13,254	13,139	12,554
History Arts and Libraries [4]	--	--	--	--	--	--	--	--	--	295
Labor [5]	786	714	721	680	--	--	--	--	--	--
Lottery [6]	217	212	210	193	181	179	--	--	--	--
Management and Budget	1,232	1,246	1,337	1,487	1,561	1,495	1,719	1,936	1,931	1,851
MI Jobs Commission [7]	112	627	864	953	890	1,101	1,149	1,055	--	--
Military and Veterans Affairs	883	948	992	979	948	900	949	987	970	962
Natural Resources	3,596	3,718	3,900	2,623	2,480	2,445	2,510	2,506	2,509	2,446
State	2,115	2,136	2,116	2,190	2,211	2,174	2,231	2,257	2,267	2,095
State Police	2,889	2,889	2,998	3,121	3,034	3,014	3,159	3,190	3,240	3,164
Transportation	3,569	3,524	3,551	3,515	3,312	2,960	3,196	3,244	3,253	3,185
Transportation Bridge Authority [6]	130	135	136	140	143	150	--	--	--	--
Treasury	1,432	1,452	1,485	1,595	1,529	1,531	1,765	1,826	1,817	1,793
TOTAL	60,987	61,662	62,672	63,529	60,502	58,675	60,066	61,493	62,057	60,147

Source: Averages for fiscal years 1992-93 through 1997-98, KA6290P01. Starting fiscal year 1998-99, MAIN, MIDB Civil Service HWF09.

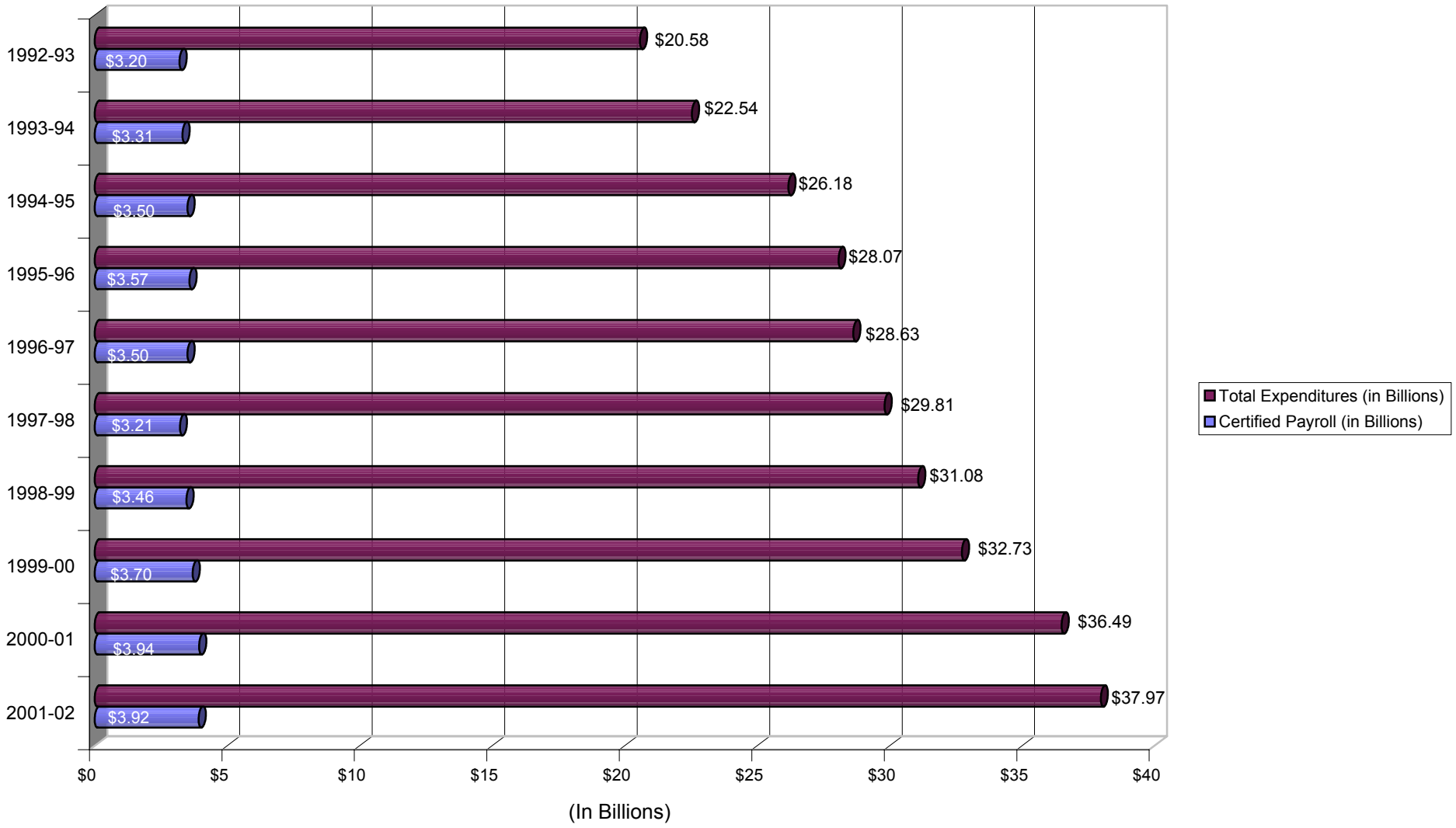
Footnotes: [1] The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998. [2] The Department of Career Development was created by Executive Order 1 of 1999. [3] The Department of Environmental Quality was created by Executive Order 18 of 1995. [4] The Department of History Arts and Libraries was created by Act 63 of 2001. [5] The Department of Labor was abolished by Executive Order 2 of 1996. [6] Starting in fiscal year 1998-99 Lottery totals are included in Department of Treasury, and Transportation Bridge Authority totals are included with the Department of Transportation. [7.] Michigan Jobs Commission was created as a temporary agency under Executive Order 2 of 1993. It became a prinicipal department by Executive Order 26 of 1994 and then with the creation of Career Development (Executive Order 1 of 1999) duties were transferred to Michigan Strategic Fund and Career Development.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Graph 2-1

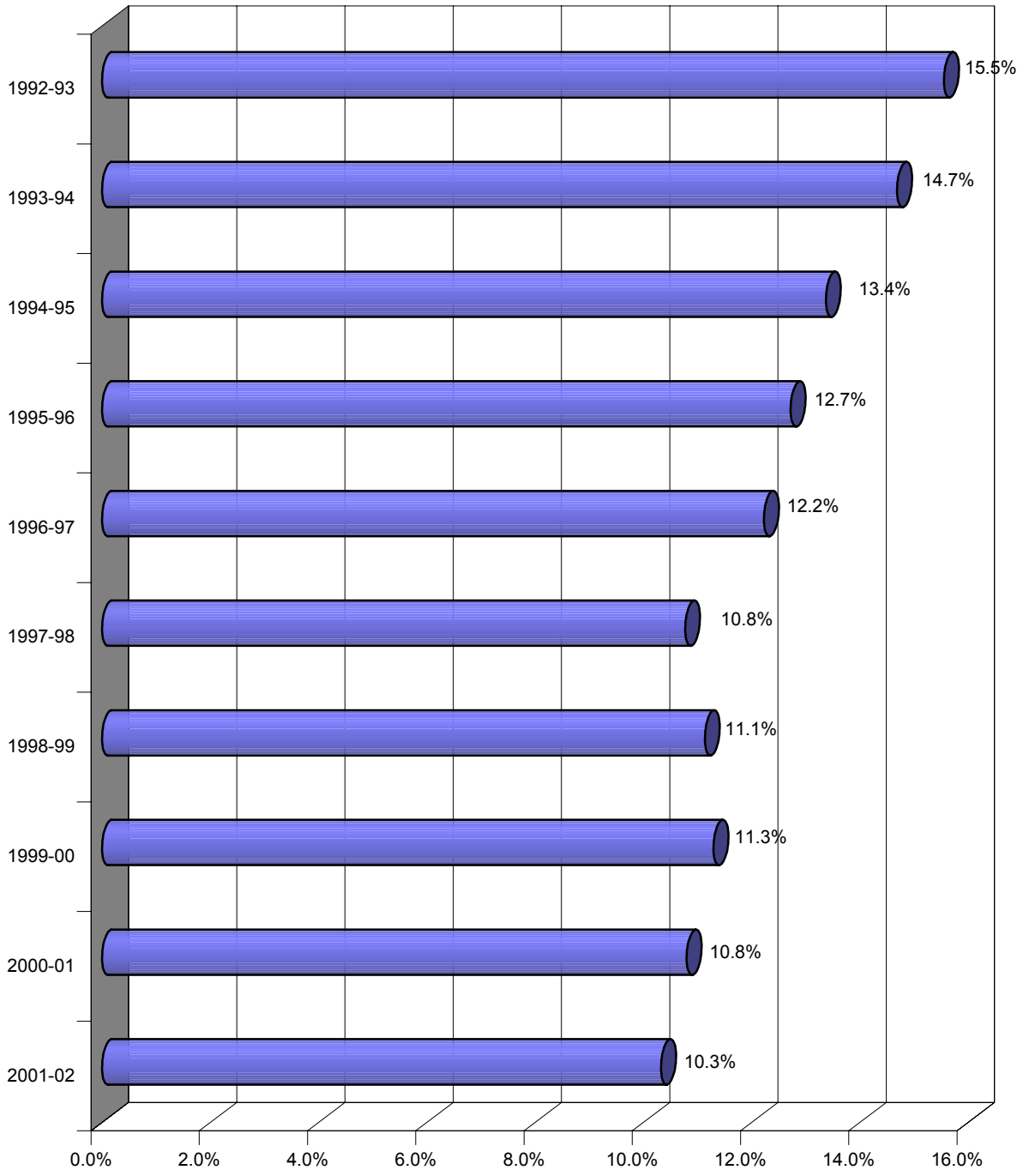
Trend of Total State Expenditures Compared to Total State Classified Payroll
Fiscal Years 1992-93 through 2001-02



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

Graph 2-2

STATE CLASSIFIED PAYROLL
AS A PERCENT OF TOTAL STATE EXPENDITURES
Fiscal Years 1992-93 through 2001-02



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

Table 2-1

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 28, 2002

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	664	1%	44.9	$22.39	417	63%
ATTORNEY GENERAL	514	1%	47.8	$32.05	401	78%
AUDITOR GENERAL	172	0%	39.0	$28.61	105	61%
CAREER DEVELOPMENT	1,058	2%	48.3	$22.93	796	75%
CIVIL RIGHTS	162	0%	45.4	$23.09	109	67%
CIVIL SERVICE	195	0%	46.8	$25.02	159	82%
COMMUNITY HEALTH	5,116	9%	47.0	$21.81	3,907	76%
CONSUMERS & INDUSTRY SERVICES	3,586	6%	47.7	$22.71	2,789	78%
CORRECTIONS	17,576	30%	42.4	$20.24	12,918	73%
EDUCATION	379	1%	49.0	$24.41	277	73%
ENVIRONMENTAL QUALITY	1,499	3%	44.5	$24.64	1,159	77%
EXECUTIVE OFFICE	49	0%	37.8	$21.02	18	37%
FAMILY INDEPENDENCE AGENCY	11,920	20%	46.5	$20.47	8,987	75%
HISTORY ARTS AND LIBRARIES	318	1%	39.6	$17.63	133	42%
MANAGEMENT & BUDGET	1,716	3%	45.1	$22.83	1,206	70%
MILITARY AFFAIRS	960	2%	45.6	$18.85	681	71%
NATURAL RESOURCES	2,680	5%	41.2	$16.54	1,302	49%
STATE	2,017	3%	44.4	$18.66	1,348	67%
STATE POLICE	3,077	5%	40.3	$22.84	2,375	77%
TRANSPORTATION	3,109	5%	43.4	$21.51	2,168	70%
TREASURY	1,662	3%	46.1	$22.38	1,207	73%
STATEWIDE TOTALS	**58,429**	**100%**	**44.4**	**$21.02**	**42,462**	**73%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 24
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED HRM_APPT_DEPART

Table 2-2

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE
Fiscal Years 1997-98 through 2001-02

Salary Range			1997-98	1998-99	1999-00	2000-01	2001-02
$8,000	-	8,999	0	0	0	0	0
9,000	-	9,999	0	0	2	0	0
10,000	-	10,999	11	0	0	2	0
11,000	-	11,999	6	1	0	0	0
12,000	-	12,999	296	247	11	1	0
13,000	-	13,999	568	544	12	0	1
14,000	-	14,999	200	211	402	364	47
15,000	-	15,999	126	152	323	167	397
16,000	-	16,999	6	20	217	29	192
17,000	-	17,999	145	15	26	286	314
18,000	-	18,999	7	16	19	19	17
19,000	-	19,999	336	5	3	10	20
20,000	-	20,999	126	530	436	183	162
21,000	-	21,999	69	187	95	231	156
22,000	-	22,999	497	56	191	145	88
23,000	-	23,999	360	540	206	70	108
24,000	-	24,999	916	461	439	252	118
25,000	-	25,999	951	877	608	262	236
26,000	-	26,999	683	1,002	1,399	689	268
27,000	-	27,999	633	734	727	946	498
28,000	-	28,999	1,433	932	801	822	546
29,000	-	29,999	1,493	961	948	644	424
30,000	-	30,999	2,328	1,785	857	983	650
31,000	-	31,999	4,115	4,744	2,080	1,504	1,176
32,000	-	32,999	4,431	1,646	4,268	1,098	1,026
33,000	-	33,999	1,247	4,152	1,662	4,385	2,310
34,000	-	34,999	2,508	1,278	3,925	1,315	3,084
35,000	-	35,999	2,063	2,584	1,357	4,174	3,851
36,000	-	36,999	7,574	2,084	2,534	1,465	1,601
37,000	-	37,999	381	6,182	2,318	2,583	1,555
38,000	-	38,999	5,156	683	6,247	2,165	1,666
39,000	-	39,999	1,327	6,585	937	6,687	3,155
40,000	-	40,999	1,523	971	4,486	370	5,252
41,000	-	41,999	1,006	1,649	3,192	6,874	699
42,000	-	42,999	1,264	1,230	824	1,015	6,501
43,000	-	43,999	1,128	746	2,021	865	1,366
44,000	-	44,999	2,287	1,632	308	2,066	1,176
45,000	-	45,999	832	1,367	1,296	465	1,391
46,000	-	46,999	182	1,726	1,915	1,996	1,059
47,000	-	47,999	2,355	528	1,624	1,182	1,168
48,000	-	48,999	581	1,987	903	1,553	1,176
49,000	-	49,999	1,244	539	183	914	1,557

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range			1997-98	1998-99	1999-00	2000-01	2001-02
$50,000	-	50,999	433	1,276	2,349	237	928
51,000	-	51,999	1,715	319	512	2,297	186
52,000	-	52,999	281	454	1,294	535	2,040
53,000	-	53,999	408	2,120	680	1,733	1,029
54,000	-	54,999	365	125	1,510	256	1,224
55,000	-	55,999	143	505	502	997	200
56,000	-	56,999	886	231	182	1,129	971
57,000	-	57,999	302	252	522	139	1,124
58,000	-	58,999	261	920	163	536	138
59,000	-	59,999	110	331	165	195	498
60,000	-	60,999	154	263	1,047	174	116
61,000	-	61,999	182	209	544	1,073	243
62,000	-	62,999	82	76	93	307	835
63,000	-	63,999	456	175	202	299	462
64,000	-	64,999	124	506	251	173	260
65,000	-	65,999	76	54	56	120	153
66,000	-	66,999	100	138	503	208	123
67,000	-	67,999	24	93	34	83	240
68,000	-	68,999	94	112	181	492	85
69,000	-	69,999	26	41	101	126	450
70,000	-	70,999	95	96	81	149	47
71,000	-	71,999	102	35	63	101	187
72,000	-	72,999	46	95	91	46	85
73,000	-	73,999	30	110	39	97	83
74,000	-	74,999	22	24	29	27	39
75,000	-	75,999	38	56	113	54	93
76,000	-	76,999	87	21	100	92	41
77,000	-	77,999	164	28	48	144	40
78,000	-	78,999	24	76	36	39	84
79,000	-	79,999	28	167	30	29	158
80,000	-	80,999	60	32	32	34	20
81,000	-	81,999	21	37	200	30	34
82,000	-	82,999	198	71	45	76	22
83,000	-	83,999	20	18	26	163	29
84,000	-	84,999	12	25	40	35	65
85,000	-	85,999	11	214	75	28	162
86,000	-	86,999	10	16	21	89	32
87,000	-	87,999	32	9	211	37	28
88,000	-	88,999	64	10	10	27	82
89,000	-	89,999	5	12	23	218	29
90,000	-	90,999	5	104	11	11	28
91,000	-	91,999	4	5	12	34	216
92,000	-	92,999	14	3	36	12	18
93,000	-	93,999	5	3	71	8	16
94,000	-	94,999	22	3	4	26	4

EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)

Salary Range	1997-98	1998-99	1999-00	2000-01	2001-02
$95,000 - 95,999	35	4	7	90	17
96,000 - 96,999	3	7	6	5	24
97,000 - 97,999	18	25	34	0	95
98,000 - 98,999	0	36	7	8	3
99,000 - 99,999	1	8	5	31	3
100,000 - 100,999	0	21	19	8	11
101,000 - 101,999	9	1	36	6	28
102,000 - 102,999	0	1	8	17	10
103,000 - 103,999	0	0	24	35	3
104,000 - 104,999	0	9	0	15	14
105,000 - 105,999	0	0	1	23	35
106,000 - 106,999	0	2	1	0	1
107,000 - 107,999	4	0	8	1	40
108,000 - 108,999	0	0	1	1	1
109,000 - 109,999	0	0	2	10	1
110,000 - 110,999	2	0	1	1	1
111,000 - 111,999	1	5	1	1	1
112,000 - 112,999	0	0	0	3	8
113,000 - 113,999	0	1	0	0	1
114,000 - 114,999	0	1	5	0	0
115,000 - 115,999	0	0	0	0	0
116,000 - 116,999	100	0	0	5	0
117,000 - 117,999	1	1	1	0	0
118,000 - 118,999	0	0	0	0	0
119,000 - 119,999	0	94	0	3	5
120,000 - 120,999	0	0	0	1	0
121,000 - 121,999	0	0	0	0	0
122,000 - 122,999	22	0	0	0	2
123,000 - 123,999	13	0	74	0	0
124,000 - 124,999	62	0	0	0	0
125,000 - 125,999	15	0	0	62	0
126,000 and above	6	124	115	114	167
STATEWIDE TOTAL	**60,027**	**61,399**	**62,496**	**61,936**	**58,429**

Median Salary: $41,864
Average Salary: $43,893

Source: Prior to fiscal year 1998-99, KA7248P01 for the last pay period in each fiscal year. Starting in Fiscal year 2000-01, MAIN, MIDB HWF39A and HWF402.

Table 2-3

CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL
(Employer Contributions)
Fiscal Years 1997-98 through 2001-02

	1997-98	1998-99	1999-00	2000-01	2001-02
Legally Required Payments					
FICA	7.30 %	7.30 %	7.32 %	7.33 %	7.27 %
Unemployment Compensation	.24	.14	.15	.16	.30
Workers Compensation	1.76	1.63	1.61	1.80	1.91
Total Legally Required Payments	9.30 %	9.07 %	9.08 %	9.29 %	9.48 %
Group Insurance					
State Health Plan	3.95 %	6.64 %	6.75 %	7.41 %	7.37 %
Health Maintenance Organization	3.83	3.92	4.20	4.84	5.04
Dental	1.30	1.25	1.38	1.61	1.50
Vision	.23	.22	.21	.23	.28
Life	.80	.81	.99	.95	.96
Long Term Disability	1.44	1.43	1.42	1.41	.88
Flexible Benefits Allowance/Recovery	.08	.08	.09	.09	.09
Total Group Insurance	11.63 %	14.35 %	15.04 %	16.54 %	16.12 %
Other Cash Payments					
Terminal Annual & Sick Leave	.96 %	.92 %	.98 %	.99 %	.75 %
Terminal Longevity Payments	.01	.01	.01	.02	.01
Professional Development	.06	.05	.05	.05	.05
Uniforms and Dry Cleaning	.15	.15	.14	.14	.15
Total Other Cash Payments	1.18 %	1.13 %	1.18 %	1.20 %	.96 %
Pension and Deferred Items					
Retirement or Pension Plans	11.46 %	11.24 %	11.53 %	14.14 %	13.55 %
FICA for Early Out Retirees	.03	.03	.03	.03	.02
Defined Contribution Pension Plan	.37	.81	1.09	1.26	1.37
Total Pension and Deferred Items	11.86	12.08	12.65	15.43	14.94
Total Employee Benefits	33.97 %	36.63 %	37.95 %	42.46 %	41.50 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB (11/08/02)

Table 2-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 28, 2002

		Health						Dental						Vision	
Department	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	**664**	292	44%	258	39%	11	2%	542	82%	18	3%	3	0%	568	86%
ATTORNEY GENERAL	**514**	245	48%	227	44%	8	2%	470	91%	17	3%	1	0%	492	96%
AUDITOR GENERAL	**172**	45	26%	104	60%	6	3%	147	85%	4	2%	1	1%	152	88%
CAREER DEVELOPMENT	**1,058**	580	55%	369	35%	38	4%	948	90%	35	3%	14	1%	996	94%
CIVIL RIGHTS	**162**	88	54%	65	40%	1	1%	145	90%	9	6%	0	0%	153	94%
CIVIL SERVICE	**195**	67	34%	106	54%	1	1%	174	89%	4	2%	0	0%	178	91%
COMMUNITY HEALTH	**5,116**	2,877	56%	1,813	35%	66	1%	4,632	91%	131	3%	15	0%	4,779	93%
CONSUMERS & INDUSTRY SERVICES	**3,586**	1,722	48%	1,500	42%	72	2%	3,129	87%	157	4%	19	1%	3,297	92%
CORRECTIONS	**17,576**	10,912	62%	5,503	31%	157	1%	16,251	92%	370	2%	47	0%	16,681	95%
EDUCATION	**379**	164	43%	160	42%	9	2%	331	87%	5	1%	4	1%	342	90%
ENVIRONMENTAL QUALITY	**1,499**	593	40%	769	51%	30	2%	1,353	90%	30	2%	9	1%	1,398	93%
EXECUTIVE OFFICE	**49**	14	29%	30	61%	0	0%	43	88%	2	4%	0	0%	45	92%
FAMILY INDEPENDENCE AGENCY	**11,920**	6,476	54%	4,635	39%	165	1%	10,874	91%	411	3%	54	0%	11,334	95%
HISTORY ARTS AND LIBRARIES	**318**	91	29%	110	35%	1	0%	199	63%	6	2%	0	0%	204	64%
MANAGEMENT & BUDGET	**1,716**	544	32%	916	53%	32	2%	1,442	84%	50	3%	9	1%	1,501	87%
MILITARY AFFAIRS	**960**	438	46%	443	46%	22	2%	903	94%	3	0%	1	0%	909	95%
NATURAL RESOURCES	**2,680**	1,202	45%	425	16%	42	2%	1,617	60%	15	1%	13	0%	1,638	61%
STATE	**2,017**	878	44%	828	41%	34	2%	1,686	84%	60	3%	11	1%	1,763	87%
STATE POLICE	**3,077**	2,280	74%	642	21%	28	1%	2,908	95%	41	1%	6	0%	2,957	96%
TRANSPORTATION	**3,109**	1,508	49%	1,241	40%	53	2%	2,744	88%	53	2%	13	0%	2,814	91%
TREASURY	**1,662**	614	37%	846	51%	45	3%	1,431	86%	71	4%	17	1%	1,522	92%
STATEWIDE TOTALS:	**58,429**	**31,630**	**54%**	**20,990**	**36%**	**821**	**1%**	**51,969**	**89%**	**1,492**	**3%**	**237**	**0%**	**53,723**	**92%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 28, 2002

		Disability Insurance				Life Insurance				Long Term Care Insurance	
Department	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	**664**	498	75%	0	0%	552	83%	44	7%	111	17%
ATTORNEY GENERAL	**514**	470	91%	0	0%	479	93%	33	6%	115	22%
AUDITOR GENERAL	**172**	138	80%	0	0%	130	76%	38	22%	40	23%
CAREER DEVELOPMENT	**1,058**	951	90%	0	0%	951	90%	90	9%	202	19%
CIVIL RIGHTS	**162**	144	89%	0	0%	142	88%	20	12%	31	19%
CIVIL SERVICE	**195**	175	90%	0	0%	169	87%	16	8%	66	34%
COMMUNITY HEALTH	**5,116**	4,719	92%	0	0%	4,829	94%	237	5%	638	12%
CONSUMERS & INDUSTRY SERVICES	**3,586**	3,084	86%	0	0%	3,264	91%	252	7%	681	19%
CORRECTIONS	**17,576**	16,624	95%	0	0%	16,936	96%	594	3%	1,119	6%
EDUCATION	**379**	321	85%	0	0%	348	92%	28	7%	93	25%
ENVIRONMENTAL QUALITY	**1,499**	1,300	87%	0	0%	1,350	90%	122	8%	265	18%
EXECUTIVE OFFICE	**49**	18	37%	0	0%	47	96%	2	4%	6	12%
FAMILY INDEPENDENCE AGENCY	**11,920**	11,075	93%	0	0%	11,150	94%	748	6%	1,851	16%
HISTORY ARTS AND LIBRARIES	**318**	175	55%	0	0%	193	61%	22	7%	60	19%
MANAGEMENT & BUDGET	**1,716**	1,377	80%	0	0%	1,499	87%	104	6%	279	16%
MILITARY AFFAIRS	**960**	799	83%	0	0%	909	95%	38	4%	68	7%
NATURAL RESOURCES	**2,680**	1,522	57%	0	0%	1,673	62%	124	5%	235	9%
STATE	**2,017**	1,547	77%	0	0%	1,718	85%	127	6%	311	15%
STATE POLICE	**3,077**	2,734	89%	1,983	64%	0	0%	118	4%	266	9%
TRANSPORTATION	**3,109**	2,621	84%	0	0%	2,734	88%	218	7%	358	12%
TREASURY	**1,662**	1,454	87%	0	0%	1,496	90%	118	7%	277	17%
STATEWIDE TOTALS:	**58,429**	**51,746**	**89%**	**1,983**	**3%**	**50,569**	**87%**	**3,093**	**5%**	**7,072**	**12%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

STATE CLASSIFIED EMPLOYEE
VACATION, HOLIDAY, AND SICK LEAVE PAY
AS A PERCENTAGE OF BASE PAYROLL
Fiscal Years 1997-98 through 2001-02

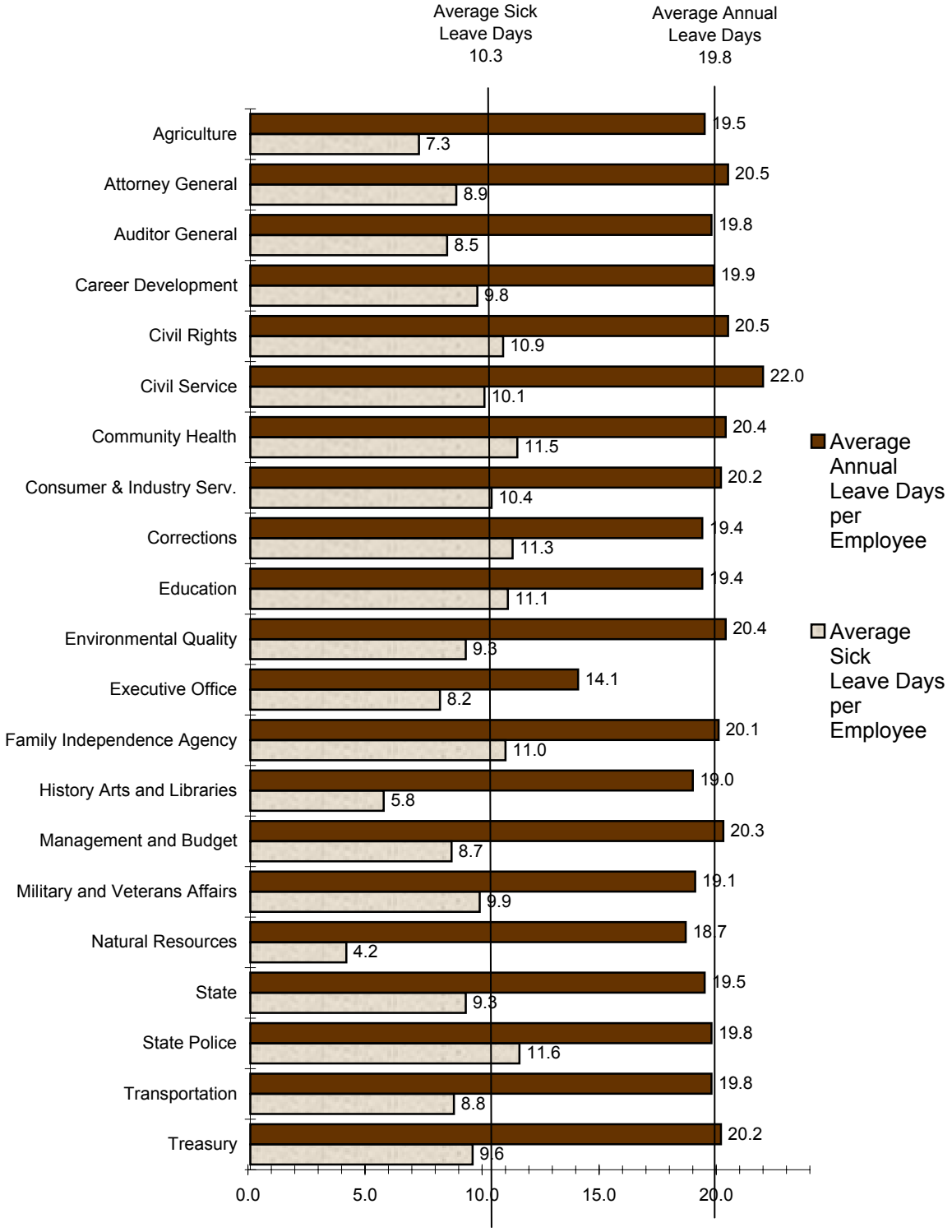
	1997-98	1998-99	1999-00	2000-01	2001-02
VACATION	7.3 %	7.4 %	7.4 %	7.5 %	7.5 %
HOLIDAY	4.6	4.6	4.6	4.6	4.6
SICK LEAVE	3.4	3.6	3.6	3.7	4.0
TOTAL	15.3 %	15.6 %	15.6 %	15.8 %	16.1 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used. Starting in FY2001-02, sick leave included sick leave

Source: MAIN DAFR 6940.

Graph 2-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY HRS DEPARTMENT
Fiscal Year 2001-02



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-28-02.

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2001-02

DEPARTMENT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
Agriculture	7.3	19.5	26.8
Attorney General	8.9	20.5	29.4
Auditor General	8.5	19.8	28.3
Career Development	9.8	19.9	29.7
Civil Rights	10.9	20.5	31.4
Civil Service	10.1	22.0	32.1
Community Health	11.5	20.4	31.9
Consumer & Industry Serv.	10.4	20.2	30.6
Corrections	11.3	19.4	30.7
Education	11.1	19.4	30.5
Environmental Quality	9.3	20.4	29.7
Executive Office	8.2	14.1	22.3
Family Independence Agency	11.0	20.1	31.1
History Arts and Libraries	5.8	19.0	24.8
Management and Budget	8.7	20.3	29.0
Military and Veterans Affairs	9.9	19.1	29.0
Natural Resources	4.2	18.7	22.9
State	9.3	19.5	28.8
State Police	11.6	19.8	31.4
Transportation	8.8	19.8	28.6
Treasury	9.6	20.2	29.8
STATEWIDE AVERAGE	10.3	19.8	30.1

STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON
(Average Days Per Employee)

Fiscal Years 1997-98 through 2001-02

DEPARTMENT	1997-98	1998-99	1999-00	2000-01	2001-02
Agriculture	7.9	9.3	8.8	6.2	7.3
Attorney General	8.2	8.7	9.5	9.2	8.9
Auditor General	8.3	7.8	10.5	7.9	8.5
Career Development	--	--	--	9.3	9.8
Civil Rights	9.6	11.1	10.7	10.2	10.9
Civil Service	9.7	10.1	10.0	8.9	10.1
Community Health	10.4	10.8	11.0	10.9	11.5
Consumer and Industry Services	9.4	9.5	9.9	9.4	10.4
Corrections	10.4	10.9	11.0	10.0	11.3
Education	8.5	9.7	8.0	8.2	11.1
Environmental Quality	9.0	9.4	9.3	8.4	9.3
Executive Office	6.8	5.7	5.9	6.1	8.2
Family Independence Agency	9.8	10.3	10.5	10.2	11.0
History Arts and Libraries	--	--	--	--	5.8
Management and Budget	9.0	9.2	9.2	7.9	8.7
Military and Veterans Affairs	10.6	10.6	10.6	10.1	9.9
Natural Resources	7.8	8.6	8.7	3.6	4.2
State	9.5	10.3	10.5	8.8	9.3
State Police	9.0	8.7	9.4	8.5	11.6
Transportation	8.7	9.0	9.4	8.1	8.8
Treasury	9.8	9.8	9.9	8.2	9.6
STATEWIDE AVERAGE	9.8	10.2	10.4	9.3	10.3

Source: Main, MIDB Civil Service HWF28, for the last full pay period in each fiscal year.

SICK LEAVE USAGE ANALYSIS BY HRS DEPARTMENT

Table 2-8

FROM PAY PERIOD BEGINNING SEP 30, 2001 TO PERIOD ENDING SEP 28, 2002

DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGGE DAYS PER EMPLOYEE
AGRICULTURE	772	45,262.4	58.6	7.3
ATTORNEY GENERAL	556	39,668.1	71.3	8.9
AUDITOR GENERAL	181	12,307.4	68.0	8.5
CAREER DEVELOPMENT	1,171	91,980.4	78.5	9.8
CIVIL RIGHTS	188	16,468.7	87.6	10.9
CIVIL SERVICE	223	18,025.0	80.8	10.1
COMMUNITY HEALTH	6,121	564,396.0	92.2	11.5
CONSUMERS & INDUSTRY SERVICES	4,138	342,859.3	82.9	10.4
CORRECTIONS	19,134	1,735,511	90.7	11.3
EDUCATION	428	38,037.5	88.9	11.1
ENVIRONMENTAL QUALITY	1,628	120,704.3	74.1	9.3
EXECUTIVE OFFICE	64	4,219.6	65.9	8.2
FAMILY INDEPENDENCE AGENCY	13,873	1,218,430	87.8	11.0
HISTORY ARTS AND LIBRARIES	367	17,028.0	46.4	5.8
MANAGEMENT & BUDGET	2,001	139,420.9	69.7	8.7
MILITARY AFFAIRS	1,093	86,623.4	79.3	9.9
NATURAL RESOURCES	3,850	128,894.4	33.5	4.2
STATE	2,345	175,284.5	74.7	9.3
STATE POLICE	3,300	307,332.9	93.1	11.6
TRANSPORTATION	3,643	257,035.5	70.6	8.8
TREASURY	2,051	157,140.8	76.6	9.6
GRAND TOTAL	**67,127**	**5,516,630.8**	**82.2**	**10.3**

Note: The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.
This report includes sick leave hours paid at separation.

MAIN MIDB HUMAN RESOURCES HWF28
Tables Used: HRS/HRM_PAYROLL_CURR

Table 2-9

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY HRS DEPARTMENT

Pay Period Ending September 28, 2002

	ANNUAL LEAVE				DEFERRED HOURS			
HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
AGRICULTURE	600	93,560	155.9	19.5	1	29.5	29.5	3.7
ATTORNEY GENERAL	527	86,514	164.2	20.5	3	145.5	48.5	6.1
AUDITOR GENERAL	172	27,283	158.6	19.8	2	80.5	40.3	5.0
CAREER DEVELOPMENT	1,058	168,382	159.2	19.9	5	238.0	47.6	6.0
CIVIL RIGHTS	160	26,272	164.2	20.5	0	0.0	0.0	0.0
CIVIL SERVICE	190	33,557	176.6	22.1	4	204.1	51.0	6.4
COMMUNITY HEALTH	5,139	838,599	163.2	20.4	20	779.9	39.0	4.9
CONSUMERS & INDUSTRY SERVICES	3,515	567,408	161.4	20.2	34	1,526.9	44.9	5.6
CORRECTIONS	18,059	2,800,783	155.1	19.4	52	1,502.9	28.9	3.6
EDUCATION	384	59,788	155.7	19.5	5	185.1	37.0	4.6
ENVIRONMENTAL QUALITY	1,491	243,552	163.3	20.4	7	271.2	38.7	4.8
EXECUTIVE OFFICE	59	6,677	113.2	14.1	0	0.0	0.0	0.0
FAMILY INDEPENDENCE AGENCY	12,119	1,951,535	161.0	20.1	83	2,648.6	31.9	4.0
HISTORY ARTS AND LIBRARIES	219	33,267	151.9	19.0	0	0.0	0.0	0.0
MANAGEMENT & BUDGET	1,650	267,969	162.4	20.3	6	177.3	29.6	3.7
MILITARY AFFAIRS	949	144,878	152.7	19.1	2	40.0	20.0	2.5
NATURAL RESOURCES	1,796	269,308	149.9	18.7	3	59.0	19.7	2.5
STATE	1,906	297,311	156.0	19.5	4	68.2	17.1	2.1
STATE POLICE	3,160	500,765	158.5	19.8	1	55.0	55.0	6.9
TRANSPORTATION	2,945	467,126	158.6	19.8	8	353.2	44.2	5.5
TREASURY	1,642	265,806	161.9	20.2	13	659.9	50.8	6.3
STATEWIDE	**57,740**	**9,150,339**	**158.5**	**19.8**	**253.0**	**9,024.8**	**35.7**	**4.5**

Note: This report includes both annual leave and personal leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 31
REPORT SEQUENCE: HRS DEPT_DESC
TABLES USED: HRM_EMPLOYEES,PROFILE_HRS_PAY_PERIOD

Table 2-10

AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

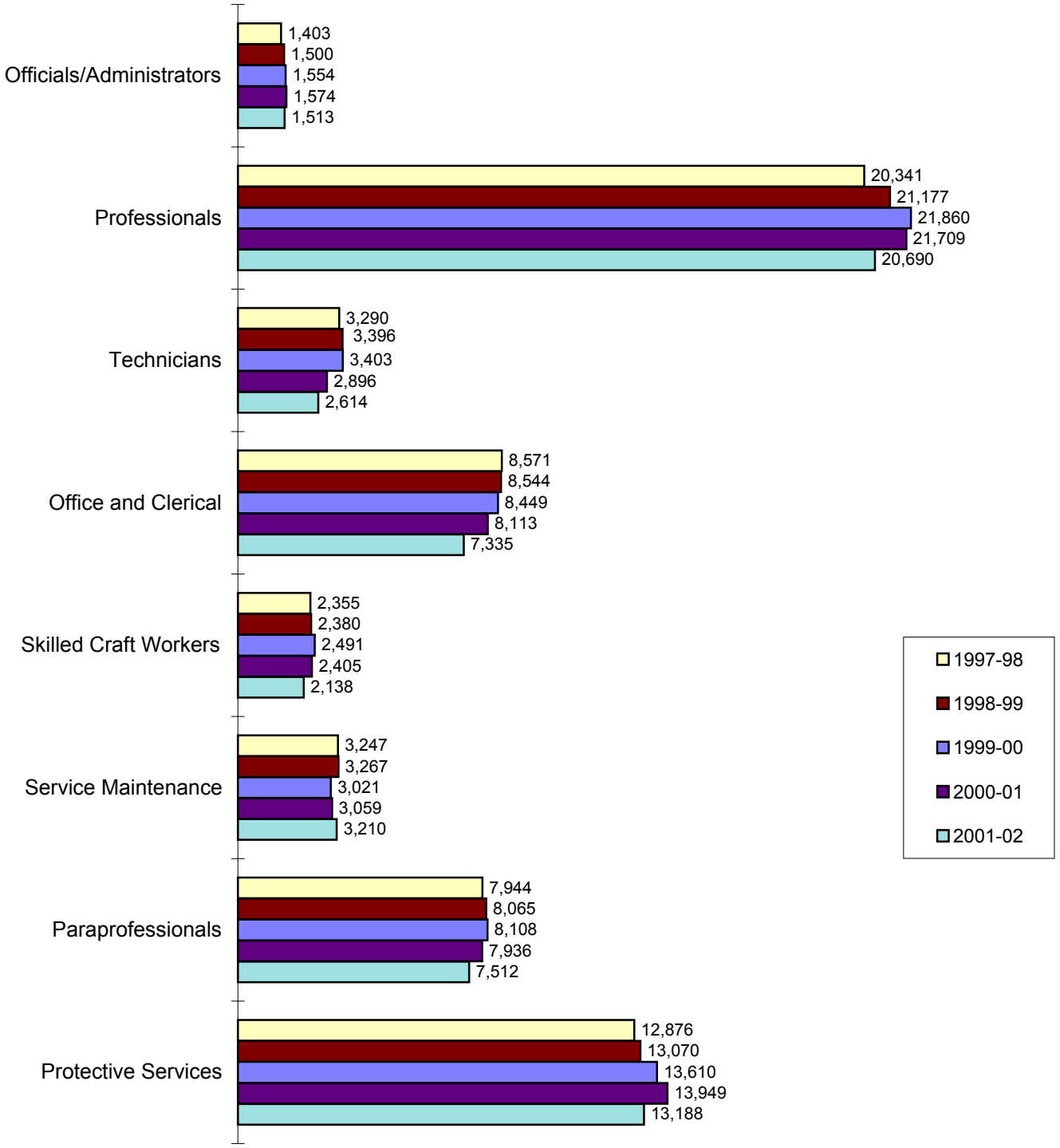
PAY PERIOD ENDING SEP 28, 2002

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	2	43	51	46	77	130	159	145	87	34	15	3	664
ATTORNEY GENERAL	0	1	17	45	59	76	124	138	105	39	7	2	514
AUDITOR GENERAL	1	12	34	29	34	29	25	24	16	2	0	0	172
CAREER DEVELOPMENT	1	17	31	65	84	151	248	358	218	81	5	6	1,058
CIVIL RIGHTS	0	3	18	16	20	21	30	47	31	6	1	1	162
CIVIL SERVICE	1	5	10	9	17	36	51	61	41	8	2	0	195
COMMUNITY HEALTH	12	108	188	351	452	864	1,529	1,439	777	300	62	11	5,071
CONSUMERS & INDUSTRY SERVICES	7	91	146	224	310	546	867	1,057	746	244	62	18	3,581
CORRECTIONS	6	341	1,506	2,856	3,431	3,703	3,797	3,236	1,532	421	58	7	17,451
EDUCATION	0	6	14	17	21	54	97	113	93	35	4	4	379
ENVIRONMENTAL QUALITY	0	33	99	147	210	299	411	385	173	41	11	3	1,499
EXECUTIVE OFFICE	0	4	17	10	5	7	5	4	5	2	0	0	49
FAMILY INDEPENDENCE AGENCY	1	154	765	1,109	1,188	1,637	3,020	3,753	2,012	525	82	24	11,896
HISTORY ARTS AND LIBRARIES	20	62	23	47	38	34	48	58	34	12	1	3	318
MANAGEMENT & BUDGET	7	94	98	128	194	287	486	450	214	76	15	6	1,715
MILITARY AFFAIRS	3	16	49	95	120	187	232	263	116	51	11	6	957
NATURAL RESOURCES	141	416	272	274	262	381	500	441	280	137	58	42	2,678
STATE	21	117	134	161	237	361	502	525	264	83	17	5	2,014
STATE POLICE	0	79	385	677	677	556	658	420	166	45	6	3	3,064
TRANSPORTATION	15	216	232	320	435	562	708	702	395	103	27	3	3,102
TREASURY	2	43	69	119	210	334	437	435	238	85	21	3	1,661
STATEWIDE TOTAL	**240**	**1,861**	**4,158**	**6,745**	**8,081**	**10,255**	**13,934**	**14,054**	**7,543**	**2,330**	**465**	**150**	**58,200**
AVERAGE AGE	**18.83**	**22.72**	**27.35**	**32.12**	**37.18**	**42.12**	**47.12**	**51.86**	**56.34**	**61.03**	**66.17**	**73.03**	**44.37**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Graph 2-4

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 1997-98 through 2001-02

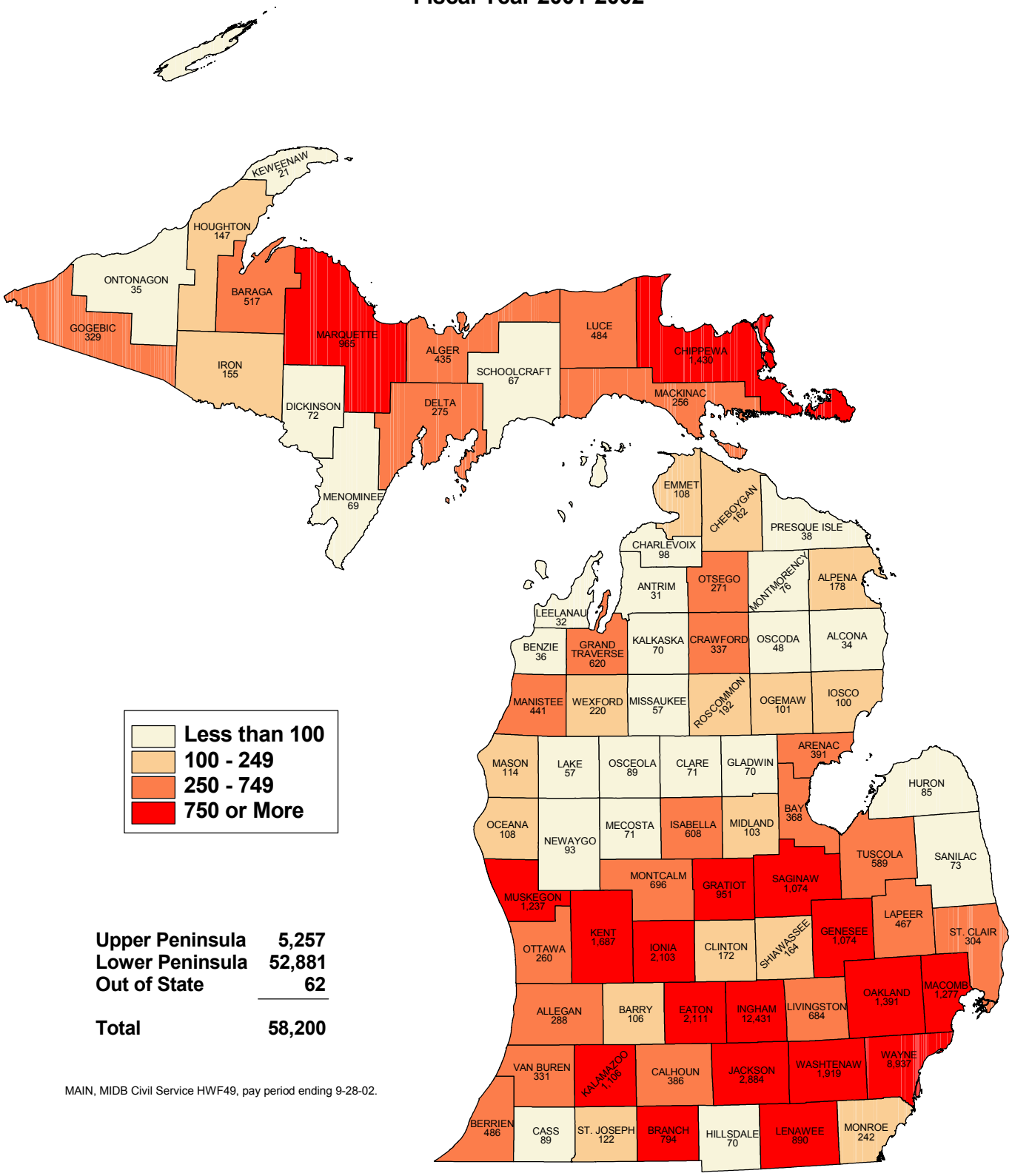


2001-02 Grand Total: 58,200

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-28-02.

Graph 2-5

DISTRIBUTION OF CLASSIFIED EMPLOYEES BY COUNTY
Fiscal Year 2001-2002



Upper Peninsula	**5,257**
Lower Peninsula	**52,881**
Out of State	**62**
Total	**58,200**

MAIN, MIDB Civil Service HWF49, pay period ending 9-28-02.

Produced by: Michigan Center for Geographic Information 01-03-03

Table 2-11

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 28, 2002

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	20	14	34
ALGER	424	14	438
ALLEGAN	230	58	288
ALPENA	149	29	178
ANTRIM	28	3	31
ARENAC	377	23	400
BARAGA	481	45	526
BARRY	83	23	106
BAY	296	73	369
BENZIE	28	8	36
BERRIEN	404	84	488
BRANCH	776	22	798
CALHOUN	356	31	387
CASS	78	11	89
CHARLEVOIX	37	62	99
CHEBOYGAN	94	69	163
CHIPPEWA	1,351	87	1,438
CLARE	53	18	71
CLINTON	146	26	172
CRAWFORD	242	95	337
DELTA	229	49	278
DICKINSON	59	13	72
EATON	1,939	175	2,114
EMMET	71	37	108
GENESEE	947	130	1,077
GLADWIN	57	13	70
GOGEBIC	312	17	329
GRAND TRAVERSE	559	64	623
GRATIOT	942	20	962
HILLSDALE	62	8	70
HOUGHTON	116	31	147
HURON	53	32	85
INGHAM	10,570	1,878	12,448
IONIA	2,055	73	2,128
IOSCO	56	44	100
IRON	139	17	156
ISABELLA	524	85	609
JACKSON	2,799	102	2,901
KALAMAZOO	997	114	1,111
KALKASKA	58	12	70
KENT	1,522	172	1,694
KEWEENAW	2	19	21
LAKE	54	3	57
LAPEER	437	32	469
LEELANAU	22	10	32
LENAWEE	849	47	896

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 28, 2002

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LIVINGSTON	555	137	692
LUCE	457	31	488
MACKINAC	143	114	257
MACOMB	1,157	121	1,278
MANISTEE	425	23	448
MARQUETTE	904	62	966
MASON	82	32	114
MECOSTA	65	6	71
MENOMINEE	54	16	70
MIDLAND	98	5	103
MISSAUKEE	51	6	57
MONROE	198	44	242
MONTCALM	678	25	703
MONTMORENCY	47	30	77
MUSKEGON	1,166	73	1,239
NEWAYGO	80	13	93
OAKLAND	1,185	208	1,393
OCEANA	62	46	108
OGEMAW	81	20	101
ONTONAGON	25	10	35
OSCEOLA	73	17	90
OSCODA	37	11	48
OTSEGO	239	32	271
OTTAWA	200	60	260
OUT OF STATE	58	2	60
PRESQUE ISLE	21	17	38
ROSCOMMON	150	43	193
SAGINAW	1,014	61	1,075
SANILAC	60	13	73
SCHOOLCRAFT	41	26	67
SHIAWASSEE	154	10	164
ST CLAIR	231	73	304
ST JOSEPH	109	13	122
STATEWIDE	0	2	2
TUSCOLA	548	51	599
VAN BUREN	268	65	333
WASHTENAW	1,851	83	1,934
WAYNE	8,430	542	8,972
WEXFORD	181	39	220
GRAND TOTAL:	**52,261**	**6,174**	**58,435**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 55
REPORT SEQUENCE: WORK_COUNTY_CD_DESC
TABLE USED: HRM_APPT_DEPART

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1

AVERAGE YEARS OF SERVICE BY DEPARTMENT
Fiscal Year 2001-02

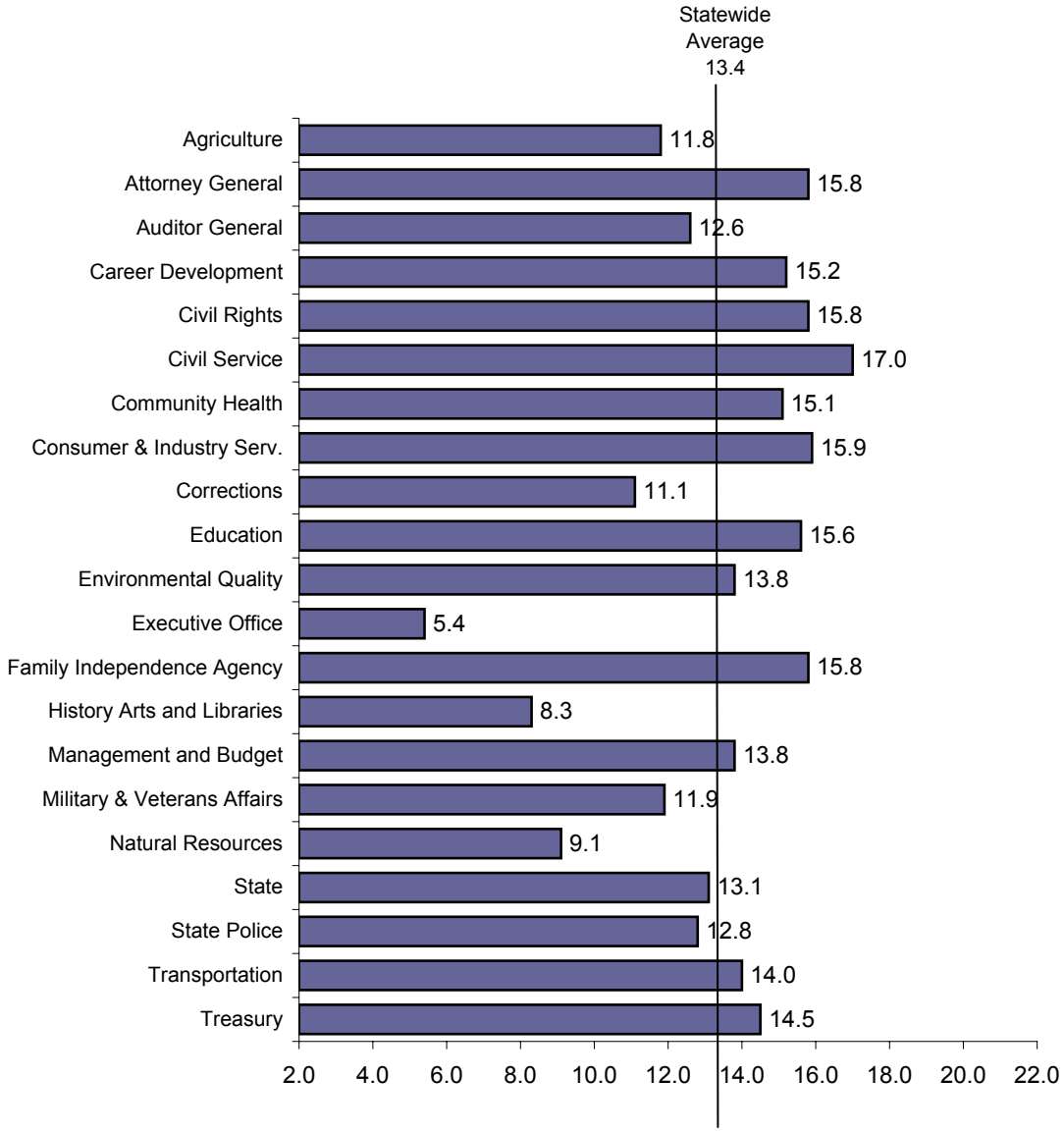


Table 3-1

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS

PAY PERIOD ENDING SEP 28, 2002

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	121	112	1	6	1	0	1	2	0	3	2	1	126	124	0	0
6 - 10 YEARS	43	34	3	6	1	3	1	1	1	2	0	0	49	46	1	1
11- 15 YEARS	56	51	0	4	0	1	0	1	1	2	0	0	57	59	2	4
16 - 20 YEARS	16	20	1	5	0	0	0	0	1	0	0	0	18	25	2	2
21 - 25 YEARS	28	32	2	5	0	0	2	0	1	0	0	0	33	37	2	5
26 - 30 YEARS	37	18	2	3	0	0	0	1	1	0	0	0	40	22	3	2
31 - 35 YEARS	8	11	0	1	0	0	0	0	3	0	0	0	11	12	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**313**	**279**	**9**	**30**	**2**	**4**	**4**	**5**	**8**	**7**	**2**	**1**	**338**	**326**	**11**	**14**
MORE THAN 10 YEARS	149	133	5	18	0	1	2	2	7	2	0	0	163	156	10	13
AVERAGE YEARS	11.9	11.2	15.6	14.0	6.0	8.3	15.3	10.8	23.4	6.7	0.0	0.0	12.2	11.3	21.3	18.7

DEPARTMENT AVERAGE YEARS **11.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	36	57	2	10	0	0	1	2	0	1	0	0	39	70	0	0
6 - 10 YEARS	26	31	2	5	0	0	1	1	0	0	0	0	29	37	0	0
11- 15 YEARS	28	47	2	5	0	0	0	2	1	0	0	0	31	54	0	2
16 - 20 YEARS	29	27	4	6	0	0	0	2	0	0	0	0	33	35	1	2
21 - 25 YEARS	39	47	4	2	0	0	2	1	0	0	0	0	45	50	2	1
26 - 30 YEARS	38	17	0	5	0	0	0	0	0	0	0	0	38	22	2	1
31 - 35 YEARS	17	9	0	0	0	0	0	0	0	0	0	0	17	9	0	1
36 - 40 YEARS	1	3	0	1	0	0	0	0	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**214**	**238**	**14**	**34**	**0**	**0**	**4**	**8**	**1**	**1**	**0**	**0**	**233**	**281**	**5**	**7**
MORE THAN 10 YEARS	152	150	10	19	0	0	2	5	1	0	0	0	165	174	5	7
AVERAGE YEARS	17.6	14.7	15.6	13.8	0.0	0.0	14.8	12.0	14.0	3.0	0.0	0.0	17.4	14.4	24.2	20.4

DEPARTMENT AVERAGE YEARS **15.8**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	24	40	1	0	0	0	0	0	0	1	0	0	25	41	0	0
6 - 10 YEARS	10	11	0	3	0	0	0	0	0	0	0	0	10	14	0	0
11- 15 YEARS	3	15	0	0	0	0	0	0	0	0	0	0	3	15	0	0
16 - 20 YEARS	12	10	2	0	0	0	0	0	0	0	0	0	14	10	0	3
21 - 25 YEARS	8	4	1	0	0	0	1	0	0	0	0	0	10	4	0	0
26 - 30 YEARS	16	0	0	0	0	0	0	0	0	0	0	0	16	0	3	0
31 - 35 YEARS	10	0	0	0	0	0	0	0	0	0	0	0	10	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**83**	**80**	**4**	**3**	**0**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**88**	**84**	**3**	**3**
MORE THAN 10 YEARS	49	29	3	0	0	0	1	0	0	0	0	0	53	29	3	3
AVERAGE YEARS	16.4	8.6	15.0	8.3	0.0	0.0	25.0	0.0	0.0	2.0	0.0	0.0	16.5	8.5	29.0	17.3

DEPARTMENT AVERAGE YEARS **12.6**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CAREER DEVELOPMENT																
LESS THAN 6 YEARS	77	113	22	47	0	2	4	7	1	5	0	0	104	174	5	2
6 - 10 YEARS	40	49	10	24	1	0	1	3	2	4	0	0	54	80	8	5
11- 15 YEARS	49	61	12	33	0	1	2	6	1	1	0	0	64	102	16	11
16 - 20 YEARS	27	36	3	15	1	2	1	3	0	1	0	0	32	57	3	2
21 - 25 YEARS	56	69	14	25	0	2	1	5	0	0	0	0	71	101	17	10
26 - 30 YEARS	39	55	10	32	1	1	3	1	0	0	0	0	53	89	7	18
31 - 35 YEARS	29	28	1	9	0	0	0	1	0	0	0	0	30	38	8	3
36 - 40 YEARS	4	3	0	0	0	0	0	0	0	0	0	0	4	3	1	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	**322**	**414**	**73**	**185**	**3**	**8**	**12**	**26**	**4**	**11**	**0**	**0**	**414**	**644**	**65**	**51**
MORE THAN 10 YEARS	205	252	41	114	2	6	7	16	1	2	0	0	256	390	52	44
AVERAGE YEARS	16.1	15.2	14.1	15.0	16.7	15.9	13.8	13.6	8.3	6.0	0.0	0.0	15.6	14.9	19.3	21.2

DEPARTMENT AVERAGE YEARS **15.2**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	8	17	7	14	0	1	0	4	0	2	0	0	15	38	1	1
6 - 10 YEARS	2	4	4	3	0	0	0	1	1	1	0	0	7	9	0	1
11- 15 YEARS	1	3	4	6	0	0	2	0	0	0	0	0	7	9	0	0
16 - 20 YEARS	0	1	1	3	0	0	0	0	0	0	0	0	1	4	0	0
21 - 25 YEARS	4	7	0	7	0	1	1	0	0	0	0	0	5	15	0	1
26 - 30 YEARS	6	7	7	8	0	0	4	3	1	0	0	0	18	18	0	1
31 - 35 YEARS	2	3	0	7	0	0	0	1	0	0	0	0	2	11	0	1
36 - 40 YEARS	0	0	3	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**23**	**42**	**26**	**48**	**0**	**2**	**7**	**9**	**2**	**3**	**0**	**0**	**58**	**104**	**1**	**5**
MORE THAN 10 YEARS	13	21	15	31	0	1	7	4	1	0	0	0	36	57	0	3
AVERAGE YEARS	16.6	13.8	16.2	16.7	0.0	15.0	22.6	14.2	20.0	5.0	0.0	0.0	17.2	14.9	3.0	18.8

DEPARTMENT AVERAGE YEARS **15.8**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	4	18	2	6	0	0	2	1	0	0	1	2	9	27	0	0
6 - 10 YEARS	4	17	0	1	0	0	0	0	0	0	0	0	4	18	0	2
11- 15 YEARS	6	18	0	1	0	1	0	1	0	3	0	0	6	24	0	0
16 - 20 YEARS	4	6	0	6	0	1	0	1	0	1	0	0	4	15	0	2
21 - 25 YEARS	6	21	3	9	1	0	0	1	0	0	0	0	10	31	1	2
26 - 30 YEARS	12	16	3	3	1	0	1	0	0	0	0	0	17	19	3	2
31 - 35 YEARS	1	4	2	0	0	0	0	0	0	0	0	0	3	4	1	1
36 - 40 YEARS	2	1	0	1	0	0	0	0	0	0	0	0	2	2	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**39**	**101**	**10**	**27**	**2**	**2**	**3**	**4**	**0**	**4**	**1**	**2**	**55**	**140**	**6**	**9**
MORE THAN 10 YEARS	31	66	8	20	2	2	1	3	0	4	0	0	42	95	6	7
AVERAGE YEARS	19.9	16.1	22.7	17.0	26.0	15.0	9.3	14.5	0.0	13.8	0.0	0.0	19.7	15.9	29.0	21.0

DEPARTMENT AVERAGE YEARS **17.0**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	308	563	72	187	5	5	10	14	17	23	4	7	416	799	6	2
6 - 10 YEARS	213	259	58	124	4	4	13	4	8	20	0	0	296	411	4	17
11- 15 YEARS	128	269	54	143	0	3	8	10	14	22	0	0	204	447	13	23
16 - 20 YEARS	134	252	41	110	1	2	7	15	8	18	0	0	191	397	27	32
21 - 25 YEARS	333	421	134	185	3	6	10	14	14	19	0	0	494	645	44	52
26 - 30 YEARS	236	252	28	59	1	2	2	5	7	8	0	0	274	326	29	22
31 - 35 YEARS	55	63	7	21	0	0	1	0	2	3	0	0	65	87	6	6
36 - 40 YEARS	5	6	1	4	0	0	0	0	1	0	0	0	7	10	0	0
MORE THAN 40 YEARS	0	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0
DEPARTMENT TOTAL	**1,412**	**2,086**	**395**	**834**	**14**	**22**	**51**	**62**	**71**	**113**	**4**	**7**	**1,947**	**3,124**	**129**	**154**
MORE THAN 10 YEARS	891	1,264	265	523	5	13	28	44	46	70	0	0	1,235	1,914	119	135
AVERAGE YEARS	16.1	14.7	15.7	14.5	11.2	14.2	13.4	14.9	15.0	13.9	0.3	0.0	15.9	14.6	21.1	19.7

DEPARTMENT AVERAGE YEARS **15.1**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CONSUMERS & INDUSTRY SERVICES																
LESS THAN 6 YEARS	220	347	29	160	1	2	9	15	7	10	0	7	266	541	0	5
6 - 10 YEARS	118	179	17	69	1	2	1	4	2	5	0	0	139	259	2	13
11- 15 YEARS	144	256	42	81	1	1	8	15	2	10	0	0	197	363	13	34
16 - 20 YEARS	93	157	26	72	1	4	5	10	7	0	0	0	132	243	14	20
21 - 25 YEARS	175	291	41	126	0	5	5	12	2	5	0	0	223	439	29	37
26 - 30 YEARS	162	251	20	119	3	5	4	3	6	3	0	0	195	381	23	35
31 - 35 YEARS	61	76	4	27	0	0	0	2	1	0	0	0	66	105	7	7
36 - 40 YEARS	8	8	1	10	0	0	0	1	0	0	0	0	9	19	1	2
MORE THAN 40 YEARS	1	0	1	2	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	**982**	**1,565**	**181**	**666**	**7**	**19**	**32**	**62**	**27**	**33**	**0**	**7**	**1,229**	**2,352**	**89**	**153**
MORE THAN 10 YEARS	644	1,039	135	437	5	15	22	43	18	18	0	0	824	1,552	87	135
AVERAGE YEARS	16.3	15.9	15.9	16.0	18.4	18.5	14.3	14.4	15.4	11.9	0.0	0.7	16.1	15.8	22.8	19.9

DEPARTMENT AVERAGE YEARS **15.9**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	2,853	1,323	326	399	57	17	68	43	19	9	14	6	3,337	1,797	9	6
6 - 10 YEARS	2,146	943	256	271	61	21	64	35	11	2	0	0	2,538	1,272	35	19
11- 15 YEARS	2,474	822	265	268	81	18	57	21	11	3	0	0	2,888	1,132	135	56
16 - 20 YEARS	1,396	426	270	254	26	13	26	10	1	3	0	0	1,719	706	131	53
21 - 25 YEARS	807	306	78	81	14	4	9	9	2	2	0	0	910	402	100	25
26 - 30 YEARS	372	146	52	58	3	0	5	1	0	0	0	0	432	205	48	13
31 - 35 YEARS	55	29	6	8	0	0	1	0	0	0	0	0	62	37	6	0
36 - 40 YEARS	8	2	2	2	0	0	0	0	0	0	0	0	10	4	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**10,111**	**3,997**	**1,255**	**1,341**	**242**	**73**	**230**	**119**	**44**	**19**	**14**	**6**	**11,896**	**5,555**	**466**	**172**
MORE THAN 10 YEARS	5,112	1,731	673	671	124	35	98	41	14	8	0	0	6,021	2,486	422	147
AVERAGE YEARS	11.4	10.4	11.7	11.2	10.9	10.7	10.1	9.1	8.0	8.9	0.4	0.3	11.4	10.6	18.0	16.1

DEPARTMENT AVERAGE YEARS **11.1**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	24	68	2	5	0	0	1	1	0	0	0	0	27	74	0	0
6 - 10 YEARS	7	34	0	2	0	0	0	0	0	0	0	0	7	36	0	0
11- 15 YEARS	6	37	0	5	0	0	0	3	0	0	0	0	6	45	0	2
16 - 20 YEARS	5	19	1	0	0	0	1	1	0	1	0	0	7	21	0	1
21 - 25 YEARS	12	44	5	5	0	1	1	2	0	0	0	0	18	52	5	6
26 - 30 YEARS	16	47	1	6	0	0	0	1	0	0	0	0	17	54	3	7
31 - 35 YEARS	3	9	0	1	0	0	0	0	0	0	0	0	3	10	0	1
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**74**	**259**	**9**	**24**	**0**	**1**	**3**	**8**	**0**	**1**	**0**	**0**	**86**	**293**	**8**	**17**
MORE THAN 10 YEARS	43	157	7	17	0	1	2	7	0	1	0	0	52	183	8	17
AVERAGE YEARS	15.6	15.2	19.1	17.5	0.0	22.0	14.3	16.9	0.0	16.0	0.0	0.0	16.0	15.5	24.9	24.3

DEPARTMENT AVERAGE YEARS **15.6**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	176	148	11	7	0	0	2	4	6	5	0	0	195	164	0	1
6 - 10 YEARS	117	90	2	6	0	0	1	1	9	5	0	0	129	102	4	2
11- 15 YEARS	157	143	6	13	0	2	7	3	3	2	0	0	173	163	3	7
16 - 20 YEARS	65	70	9	10	1	3	1	1	5	2	0	0	81	86	3	3
21 - 25 YEARS	123	80	5	9	1	0	2	2	3	2	0	0	134	93	10	4
26 - 30 YEARS	80	37	1	3	0	0	1	0	3	0	0	0	85	40	5	3
31 - 35 YEARS	33	15	0	0	0	0	1	0	1	0	0	0	35	15	2	1
36 - 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	**752**	**586**	**34**	**48**	**2**	**5**	**15**	**11**	**30**	**16**	**0**	**0**	**833**	**666**	**27**	**21**
MORE THAN 10 YEARS	459	348	21	35	2	5	12	6	15	6	0	0	509	400	23	18
AVERAGE YEARS	14.3	13.3	12.6	14.7	20.5	15.6	15.3	10.5	13.4	10.7	0.0	0.0	14.2	13.3	20.9	17.6

DEPARTMENT AVERAGE YEARS **13.8**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	8	21	0	0	0	0	1	0	0	0	0	0	9	21	0	0
6 - 10 YEARS	2	9	0	1	0	0	0	0	0	0	0	0	2	10	0	0
11- 15 YEARS	2	4	0	0	0	0	0	0	0	0	0	0	2	4	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**13**	**34**	**0**	**1**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**14**	**35**	**0**	**0**
MORE THAN 10 YEARS	3	4	0	0	0	0	0	0	0	0	0	0	3	4	0	0
AVERAGE YEARS	6.0	5.3	0.0	8.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	5.7	5.3	0.0	0.0

DEPARTMENT AVERAGE YEARS **5.4**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
FAMILY INDEPENDENCE AGENCY																
LESS THAN 6 YEARS	388	1,327	156	872	4	11	25	108	6	20	1	5	580	2,343	2	13
6 - 10 YEARS	252	783	100	315	4	11	17	61	4	6	0	0	377	1,176	11	35
11- 15 YEARS	214	662	82	394	2	17	28	79	5	13	0	0	331	1,165	39	84
16 - 20 YEARS	125	400	51	219	2	3	10	33	6	7	0	0	194	662	15	40
21 - 25 YEARS	409	1,222	102	627	3	18	11	37	8	9	0	0	533	1,913	51	160
26 - 30 YEARS	455	925	51	563	3	4	7	17	6	2	0	0	522	1,511	54	107
31 - 35 YEARS	151	223	23	129	2	3	0	2	1	1	0	0	177	358	16	23
36 - 40 YEARS	17	21	0	10	0	0	1	0	0	0	0	0	18	31	1	5
MORE THAN 40 YEARS	1	2	1	1	0	0	0	0	0	0	0	0	2	3	1	0
DEPARTMENT TOTAL	**2,012**	**5,565**	**566**	**3,130**	**20**	**67**	**99**	**337**	**36**	**58**	**1**	**5**	**2,734**	**9,162**	**190**	**467**
MORE THAN 10 YEARS	1,372	3,455	310	1,943	12	45	57	168	26	32	0	0	1,777	5,643	177	419
AVERAGE YEARS	17.9	15.8	13.8	15.7	16.1	15.1	12.4	11.3	16.9	12.3	1.0	0.4	16.8	15.5	22.0	20.9

DEPARTMENT AVERAGE YEARS **15.8**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	65	73	3	5	3	1	1	2	1	1	9	20	82	102	2	1
6 - 10 YEARS	12	13	0	1	0	0	0	0	1	1	0	0	13	15	0	0
11- 15 YEARS	9	22	1	0	1	0	0	1	0	0	0	0	11	23	2	1
16 - 20 YEARS	3	10	1	2	0	1	0	1	0	0	0	0	4	14	1	0
21 - 25 YEARS	8	13	1	3	0	0	0	1	0	0	0	0	9	17	1	1
26 - 30 YEARS	11	8	0	0	0	0	0	0	0	0	0	0	11	8	1	0
31 - 35 YEARS	5	2	0	0	1	0	0	1	0	0	0	0	6	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**113**	**141**	**6**	**11**	**5**	**2**	**1**	**6**	**2**	**2**	**9**	**20**	**136**	**182**	**7**	**3**
MORE THAN 10 YEARS	36	55	3	5	2	1	0	4	0	0	0	0	41	65	5	2
AVERAGE YEARS	9.0	9.1	9.7	10.5	12.2	8.5	0.0	14.0	3.5	4.0	0.0	0.1	8.4	8.3	14.9	14.0

DEPARTMENT AVERAGE YEARS **8.3**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	235	243	17	19	0	1	3	5	7	7	0	0	262	275	2	1
6 - 10 YEARS	100	97	8	8	0	2	2	1	1	3	0	0	111	111	3	2
11- 15 YEARS	92	94	10	10	1	0	6	4	6	1	0	0	115	109	7	8
16 - 20 YEARS	66	71	5	9	1	0	2	7	3	2	0	0	77	89	8	8
21 - 25 YEARS	121	123	14	15	0	0	8	4	0	3	0	0	143	145	19	11
26 - 30 YEARS	117	67	11	7	2	1	12	4	1	0	0	0	143	79	9	3
31 - 35 YEARS	24	19	2	0	0	0	2	0	0	0	0	0	28	19	4	1
36 - 40 YEARS	6	2	0	0	0	0	0	0	0	0	0	0	6	2	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**762**	**716**	**67**	**68**	**4**	**4**	**35**	**25**	**18**	**16**	**0**	**0**	**886**	**829**	**53**	**34**
MORE THAN 10 YEARS	427	376	42	41	4	1	30	19	10	6	0	0	513	443	48	31
AVERAGE YEARS	14.4	12.8	15.1	14.0	22.3	11.5	21.3	16.1	10.5	10.1	0.0	0.0	14.6	13.0	21.3	18.6

DEPARTMENT AVERAGE YEARS **13.8**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	108	116	18	53	0	0	6	3	2	5	1	0	135	177	0	0
6 - 10 YEARS	64	71	2	24	0	1	4	1	0	0	0	0	70	97	2	0
11- 15 YEARS	66	67	7	17	0	2	3	2	0	1	0	0	76	89	4	1
16 - 20 YEARS	38	56	7	7	2	3	0	1	0	0	0	0	47	67	8	4
21 - 25 YEARS	38	58	2	4	3	1	1	3	0	0	0	0	44	66	2	2
26 - 30 YEARS	31	32	1	7	1	0	0	0	0	0	0	0	33	39	1	4
31 - 35 YEARS	6	5	0	1	0	0	0	0	0	0	0	0	6	6	1	0
36 - 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**354**	**407**	**37**	**113**	**6**	**7**	**14**	**10**	**2**	**6**	**1**	**0**	**414**	**543**	**18**	**11**
MORE THAN 10 YEARS	182	220	17	36	6	6	4	6	0	1	0	0	209	269	16	11
AVERAGE YEARS	12.3	12.7	9.6	8.5	22.2	14.9	8.0	12.8	1.0	5.0	0.0	0.0	12.0	11.8	17.8	21.2

DEPARTMENT AVERAGE YEARS **11.9**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	845	485	7	7	5	3	5	1	5	3	2	1	869	500	7	1
6 - 10 YEARS	205	87	7	6	1	1	3	1	2	0	0	0	218	95	1	0
11- 15 YEARS	179	91	8	8	4	1	4	7	0	0	0	0	195	107	7	4
16 - 20 YEARS	123	80	7	3	6	1	1	1	0	0	0	0	137	85	4	6
21 - 25 YEARS	116	55	5	5	3	1	2	2	1	1	0	0	127	64	7	0
26 - 30 YEARS	151	32	1	4	4	0	1	1	0	0	0	0	157	37	5	6
31 - 35 YEARS	69	2	0	0	1	0	1	0	0	0	0	0	71	2	10	0
36 - 40 YEARS	10	3	0	0	0	0	0	0	0	0	0	0	10	3	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	**1,699**	**835**	**35**	**33**	**24**	**7**	**17**	**13**	**8**	**4**	**2**	**1**	**1,785**	**893**	**41**	**17**
MORE THAN 10 YEARS	649	263	21	20	18	3	9	11	1	1	0	0	698	298	33	16
AVERAGE YEARS	9.8	7.1	12.4	13.3	16.2	8.9	11.9	15.5	5.1	6.8	0.0	0.0	9.9	7.5	19.8	19.6

DEPARTMENT AVERAGE YEARS **9.1**

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																
LESS THAN 6 YEARS	90	399	10	89	1	3	5	27	3	3	3	9	112	530	1	4
6 - 10 YEARS	19	128	7	41	0	10	0	9	1	4	0	0	27	192	0	7
11- 15 YEARS	39	180	5	81	1	1	3	17	5	1	0	0	53	280	7	36
16 - 20 YEARS	23	157	9	59	1	2	4	5	1	6	0	0	38	229	3	27
21 - 25 YEARS	66	172	9	50	0	2	0	13	0	3	0	0	75	240	8	21
26 - 30 YEARS	47	102	5	21	0	0	2	2	0	0	0	0	54	125	11	8
31 - 35 YEARS	12	28	0	7	0	0	0	0	0	0	0	0	12	35	1	1
36 - 40 YEARS	3	7	0	1	0	0	0	0	0	0	0	0	3	8	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	**299**	**1,174**	**45**	**349**	**3**	**18**	**14**	**73**	**10**	**17**	**3**	**9**	**374**	**1,640**	**31**	**106**
MORE THAN 10 YEARS	190	647	28	219	2	5	9	37	6	10	0	0	235	918	30	95
AVERAGE YEARS	15.6	12.7	14.1	13.3	10.3	9.4	11.9	10.6	9.4	12.8	0.0	0.1	14.9	12.6	21.9	17.3

DEPARTMENT AVERAGE YEARS **13.1**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATE POLICE																
LESS THAN 6 YEARS	601	179	13	19	1	2	6	3	3	1	0	0	624	204	0	0
6 - 10 YEARS	452	130	37	7	17	0	17	0	3	1	0	0	526	138	3	0
11- 15 YEARS	272	121	42	10	7	1	17	5	3	3	0	0	341	140	2	2
16 - 20 YEARS	186	85	39	14	4	0	11	1	0	0	0	0	240	100	4	3
21 - 25 YEARS	298	83	66	12	3	5	19	9	0	1	0	0	386	110	4	2
26 - 30 YEARS	98	63	5	3	1	0	4	0	0	0	0	0	108	66	6	5
31 - 35 YEARS	44	19	2	1	1	0	1	0	0	0	0	0	48	20	3	1
36 - 40 YEARS	10	3	0	0	0	0	0	0	0	0	0	0	10	3	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**1,961**	**683**	**204**	**66**	**34**	**8**	**75**	**18**	**9**	**6**	**0**	**0**	**2,283**	**781**	**24**	**13**
MORE THAN 10 YEARS	908	374	154	40	16	6	52	15	3	4	0	0	1,133	439	21	13
AVERAGE YEARS	12.2	13.3	16.2	13.7	12.4	17.1	15.5	16.7	8.0	11.7	0.0	0.0	12.6	13.5	22.9	22.5

DEPARTMENT AVERAGE YEARS **12.8**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	614	213	36	25	6	5	12	4	15	8	10	7	693	262	1	0
6 - 10 YEARS	181	77	14	8	7	3	5	0	3	2	0	0	210	90	2	3
11- 15 YEARS	385	146	41	22	4	3	11	4	6	3	0	0	447	178	23	9
16 - 20 YEARS	170	82	24	13	6	2	9	3	4	1	0	0	213	101	14	14
21 - 25 YEARS	166	117	23	18	10	2	12	5	4	0	0	0	215	142	18	11
26 - 30 YEARS	173	68	26	13	7	0	15	3	2	0	0	0	223	84	24	8
31 - 35 YEARS	130	28	7	5	1	0	0	0	5	1	0	0	143	34	17	2
36 - 40 YEARS	52	2	0	1	0	0	0	0	2	0	0	0	54	3	9	0
MORE THAN 40 YEARS	9	0	1	0	0	0	0	0	0	0	0	0	10	0	4	0
DEPARTMENT TOTAL	**1,880**	**733**	**172**	**105**	**41**	**15**	**64**	**19**	**41**	**15**	**10**	**7**	**2,208**	**894**	**112**	**47**
MORE THAN 10 YEARS	1,085	443	122	72	28	7	47	15	23	5	0	0	1,305	542	109	44
AVERAGE YEARS	13.9	13.6	15.7	15.6	17.3	10.5	16.4	16.3	14.6	8.3	0.3	0.3	14.2	13.6	24.1	20.2

DEPARTMENT AVERAGE YEARS **14.0**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
TREASURY																
LESS THAN 6 YEARS	150	230	13	39	0	2	5	6	7	6	1	0	176	283	2	2
6 - 10 YEARS	71	101	8	23	0	3	1	4	2	2	0	0	82	133	5	1
11- 15 YEARS	60	98	19	36	0	1	6	13	7	1	0	0	92	149	7	10
16 - 20 YEARS	24	89	14	32	0	1	3	8	3	1	0	0	44	131	7	3
21 - 25 YEARS	48	179	16	50	1	1	2	7	0	0	0	0	67	237	8	19
26 - 30 YEARS	76	85	8	13	0	1	4	1	1	0	0	0	89	100	14	5
31 - 35 YEARS	29	35	1	0	0	1	1	0	0	0	0	0	31	36	6	0
36 - 40 YEARS	6	5	0	0	0	0	0	0	0	0	0	0	6	5	2	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	**464**	**822**	**79**	**193**	**1**	**10**	**22**	**39**	**20**	**10**	**1**	**0**	**587**	**1,074**	**51**	**42**
MORE THAN 10 YEARS	243	491	58	131	1	5	16	29	11	2	0	0	329	658	44	39
AVERAGE YEARS	14.3	14.7	15.8	14.6	21.0	14.7	15.9	14.1	10.8	6.6	1.0	0.0	14.5	14.6	22.1	20.2

DEPARTMENT AVERAGE YEARS **14.5**

HRS DEPARTMENT	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,955	6,092	748	1,969	84	55	167	252	99	113	48	65	8,101	8,546	38	39
6 - 10 YEARS	4,084	3,147	535	948	97	61	131	127	51	58	0	0	4,898	4,341	81	108
11- 15 YEARS	4,370	3,207	600	1,137	102	53	162	194	65	66	0	0	5,299	4,657	280	294
16 - 20 YEARS	2,540	2,054	515	839	52	38	81	103	39	43	0	0	3,227	3,077	245	225
21 - 25 YEARS	2,861	3,344	525	1,238	42	49	89	127	35	45	0	0	3,552	4,803	328	370
26 - 30 YEARS	2,173	2,228	232	927	27	14	65	43	28	13	0	0	2,525	3,225	251	250
31 - 35 YEARS	744	608	55	217	6	4	8	7	13	5	0	0	826	841	89	49
36 - 40 YEARS	138	72	7	30	0	0	1	1	3	0	0	0	149	103	20	10
MORE THAN 40 YEARS	17	5	4	4	0	0	0	0	0	0	0	0	21	9	5	1
S	**23,882**	**20,757**	**3,221**	**7,309**	**410**	**274**	**704**	**854**	**333**	**343**	**48**	**65**	**28,598**	**29,602**	**1,337**	**1,346**
MORE THAN 10 YEARS	12,843	11,518	1,938	4,392	229	158	406	475	183	172	0	0	15,599	16,715	1,218	1,199
AVERAGE YEARS	13.0	13.5	13.7	14.4	12.8	13.2	13.1	12.2	13.0	11.5	0.3	0.2	13.1	13.6	20.4	19.6

STATEWIDE AVERAGE YEARS **13.4**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
Fiscal Year 2001-02

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
INVOLUNTARY SEPARATIONS		
Death	87	1.2%
Dismissal	278	3.9%
Expired Appointment	911	12.8%
Total Involuntary Separations	**1,276**	**17.9%**
VOLUNTARY SEPARATIONS		
Resigned Classified Employment	1,457	20.4%
Layoff/Leave of Absence Rights Expired	201	2.8%
Waived Rights Leave of Absence	336	4.7%
Settlement	3	0.0%
Total Voluntary Separations	**1,997**	**28.0%**
RETIREMENT		
Retirement	665	9.3%
Early Retirement	2,847	40.0%
Disability Retirement	159	2.2%
Deferred Retirement	181	2.5%
Total Retirements	**3,852**	**54.1%**
TOTAL SEPARATIONS	**7,125**	**100.0%**

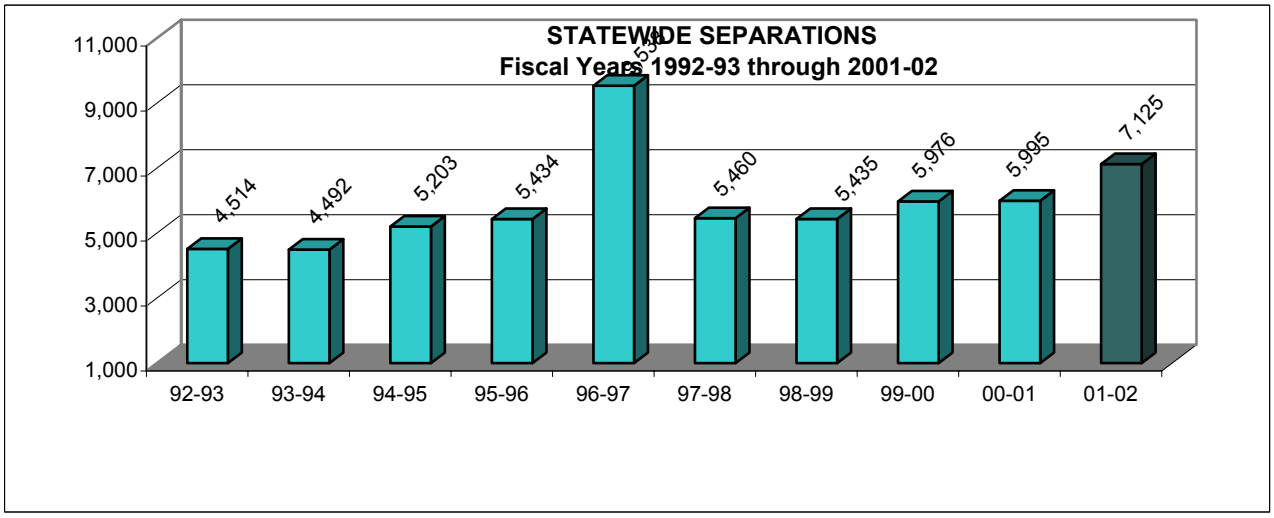


Table 3-3

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-30-2001 TO PAY PERIOD ENDING SEP-28-2002

	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
DEPARTMENT NAME	CAREER HIRES	NON-CAREER HIRES	RECALLS	RETURNS FROM WAIVED RIGHTS LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	17	33	1	0	51	80	0	0	0	80	-29
ATTORNEY GENERAL	1	0	0	0	1	13	0	0	1	14	-13
AUDITOR GENERAL	0	2	0	0	2	7	0	0	0	7	-5
CAREER DEVELOPMENT	46	5	3	0	55	42	0	0	9	51	4
CIVIL RIGHTS	16	1	1	0	18	10	0	1	0	11	7
CIVIL SERVICE	4	6	1	0	11	13	0	0	0	13	-2
COMMUNITY HEALTH	267	16	106	2	419	435	0	30	34	499	-80
CONSUMERS & INDUSTRY SERVICES	228	11	9	0	252	203	0	0	15	218	34
CORRECTIONS	349	7	114	5	524	958	0	34	32	1,024	-500
EDUCATION	7	0	0	0	7	30	0	1	1	32	-25
ENVIRONMENTAL QUALITY	36	0	1	1	39	43	0	0	3	46	-7
EXECUTIVE OFFICE	2	0	0	0	2	12	0	0	0	12	-10
FAMILY INDEPENDENCE AGENCY	512	0	65	3	608	565	1	57	102	725	-117
HISTORY ARTS AND LIBRARIES	8	63	13	0	86	45	0	0	0	45	41
MANAGEMENT & BUDGET	24	19	0	0	43	111	0	4	2	117	-74
MILITARY AFFAIRS	64	1	3	0	68	81	0	0	5	86	-18
NATURAL RESOURCES	61	852	275	0	1188	932	11	0	5	948	240
STATE	29	96	2	0	127	173	0	0	14	187	-60
STATE POLICE	56	1	3	1	62	132	0	0	6	138	-76
TRANSPORTATION	164	104	21	2	299	242	0	0	3	245	54
TREASURY	60	25	2	2	89	246	0	0	3	249	-160
STATEWIDE TOTALS	**1,951**	**1,242**	**620**	**16**	**3,829**	**4,373**	**12**	**127**	**235**	**4,747**	**-918**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

MAIN MIDB CIVIL SERVICE WORKFORCE 35
REPORT SEQUENCE: HRS_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

Table 3-4

TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2002

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1943	14,923	5,700	38.2%
1944	14,447	4,673	32.3%
1945	15,506	5,508	35.5%
1946	18,317	6,421	35.1%
1947	20,281	6,989	34.5%
1948	20,882	5,377	25.7%
1949	22,191	4,050	18.3%
1950	22,063	4,992	22.6%
1951	21,844	5,248	24.0%
1952	22,545	4,836	21.5%
1953	23,013	4,915	21.4%
1954	24,555	3,263	13.3%
1955	25,174	3,683	14.6%
1956	27,609	3,758	13.6%
1957	28,997	3,236	11.2%
1958	29,882	2,978	10.0%
1959	29,822	3,141	10.5%
1960	30,401	3,445	11.3%
1961	31,561	3,132	9.9%
1962	31,435	3,577	11.4%
1963	31,781	3,430	10.8%
1964	32,500	4,020	12.4%
1965	34,477	5,625	16.3%
1966	38,044	7,140	18.8%
1967-68	41,822	7,022	16.8%
1968-69	43,874	8,067	18.4%
1969-70	45,742	7,400	16.2%
1970-71	47,227	6,422	13.6%
1971-72	48,908	6,545	13.4%
1972-73	52,673	7,602	14.4%
1973-74	53,502	7,880	14.7%
1974-75	55,996	7,275	13.0%
1975-76	57,856	8,232	14.2%
1976-77	60,246	6,375	10.6%
1977-78	64,456	*	*
1978-79	68,105	8,483	12.5%

TURNOVER SEPARATIONS IN THE STATE CLASSIFIED SERVICE
1943 to 2002

Year	Average Classified Employment	Total Turnover Separations	Turnover Rate
1979-80	69,907	7,409	10.6%
1980-81	67,246	6,268	9.3%
1981-82	62,087	4,422	7.1%
1982-83	59,511	4,431	7.4%
1983-84	58,320	5,345	9.2%
1984-85	58,283	3,726	6.4%
1985-86	59,759	3,417	5.7%
1986-87	61,386	3,272	5.3%
1987-88	63,096	3,819	6.1%
1988-89	64,560	3,886	6.0%
1989-90	66,791	3,463	5.2%
1990-91	65,029	3,312	5.1%
1991-92	61,506	5,280	8.6%
1992-93	60,987	2,659	4.4%
1993-94	61,662	2,611	4.2%
1994-95	62,672	3,183	5.1%
1995-96	63,529	3,298	5.2%
1996-97	60,502	7,506	12.4%
1997-98	58,675	3,959	6.7%
1998-99	60,066	4,252	7.1%
1999-00	61,493	4,693	7.6%
2000-01	62,057	4,366	7.0%
2001-02	60,147	6,214	10.3%

* Turnover Figures for 1977-78 are not available.

Note: Turnover separations include all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Because of coding changes that occurred with implementation of PPRISM, starting in fiscal year 1986-87 waived rights leaves are counted as turnover separations.

Source: KA6002P01 Departure Report and KA6290P01 Average Number of Classified Employees for the last full pay period of each fiscal year through 1997. Beginning fiscal year 1997-98 MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

Comments: Of the 6,214 turnover separations during fiscal year 2001-02, 2,847 (46%) were early retirements, and 1,457 (23%) were resignations.

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1997-98 Through 2000-02

Table 3-5

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Agriculture					
1997-98	631	19	3.0%	126	20.0%
1998-99	632	24	3.8%	132	20.9%
1999-00	657	23	3.5%	108	16.4%
2000-01	697	29	4.2%	226	32.4%
2001-02	702	42	6.0%	104	14.8%
Attorney General					
1997-98	547	32	5.9%	34	6.2%
1998-99	549	26	4.7%	28	5.1%
1999-00	559	20	3.6%	20	3.6%
2000-01	558	36	6.5%	36	6.5%
2001-02	538	32	6.0%	32	6.0%
Auditor General					
1997-98	163	13	8.0%	13	8.0%
1998-99	169	21	12.4%	24	14.2%
1990-00	174	13	7.5%	13	7.5%
2000-01	179	10	5.6%	10	5.6%
2001-02	176	8	4.6%	8	4.6%
Career Development					
1997-98	1,101	97	8.8%	121	11.0%
1998-99	1,149	93	8.1%	102	8.9%
1999-00	1,055	72	6.8%	77	7.3%
2000-01	1,088	118	10.8%	118	10.8%
2001-02	1,079	88	8.2%	91	8.4%
CIS - Unemployment Agency					
1997-98	1,495	92	6.2%	118	7.9%
1998-99	1,298	143	11.0%	146	11.2%
1999-00	1,192	92	7.7%	93	7.8%
2000-01 [1]	--	--	--	--	--
2001-02	--	--	--	--	--
Civil Rights					
1997-98	159	12	7.5%	14	8.8%
1998-99	163	11	6.7%	16	9.8%
1999-00	160	15	9.4%	17	10.6%
2000-01	166	19	11.4%	22	13.3%
2001-02	164	14	8.5%	17	10.4%
Civil Service					
1997-98	205	7	3.4%	11	5.4%
1998-99	207	8	3.9%	9	4.3%
1999-00	206	16	7.8%	17	8.3%
2000-01	206	11	5.3%	12	5.8%
2001-02	200	20	10.0%	25	12.5%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Community Health					
1997-98	5,758	545	9.5%	603	10.5%
1998-99	5,810	442	7.6%	484	8.3%
1999-00	5,914	533	9.0%	555	9.4%
2000-01	5,838	517	8.9%	673	11.5%
2001-02	5,370	847	15.8%	864	16.1%
Consumer and Industry Services					
1997-98	2,554	181	7.1%	192	7.5%
1998-99	2,611	141	5.4%	150	5.7%
1999-00	2,651	160	6.0%	171	6.5%
2000-01	3,823	207	5.4%	239	6.3%
2001-02	3,735	470	12.6%	476	12.7%
Corrections					
1997-98	16,714	952	5.7%	984	5.9%
1998-99	17,063	1,016	6.0%	1,062	6.2%
1999-00	17,652	1,150	6.5%	1,187	6.7%
2000-01	18,296	1,114	6.1%	1,135	6.2%
2001-02	17,821	1,180	6.6%	1,191	6.7%
Education					
1997-98	436	27	6.2%	35	8.0%
1998-99	442	32	7.2%	26	5.9%
1999-00	403	30	7.4%	31	7.7%
2000-01	396	41	10.4%	51	12.9%
2001-02	393	48	12.2%	50	12.7%
Environmental Quality					
1997-98	1,479	68	4.6%	81	5.5%
1998-99	1,545	56	3.6%	63	4.1%
1999-00	1,605	94	5.9%	100	6.2%
2000-01	1,617	82	5.1%	89	5.5%
2001-02	1,567	100	6.4%	101	6.4%
Executive Office					
1997-98	65	7	10.8%	7	10.8%
1998-99	63	9	14.3%	11	17.5%
1999-00	65	15	23.1%	15	23.1%
2000-01	67	12	17.9%	12	17.9%
2001-02	58	10	17.2%	11	18.9%
Family Independence Agency					
1997-98	12,443	413	3.3%	441	3.5%
1998-99	12,836	504	3.9%	529	4.1%
1999-00	13,254	670	5.1%	835	6.3%
2000-01	13,139	558	4.2%	614	4.7%
2001-02	12,554	1,450	11.6%	1,524	12.1%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
History Arts and Libraries					
1997-98	--	--	--	--	--
1998-99	--	--	--	--	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02 [2]	295	31	10.5%	49	16.6%
Management and Budget					
1997-98	1,495	88	5.9%	107	7.2%
1998-99	1,719	152	8.8%	165	9.6%
1999-00	1,936	154	8.0%	193	10.0%
2000-01	1,931	135	7.0%	144	7.5%
2001-02	1,851	207	11.2%	214	11.6%
Michigan Biologic Products Institute					
1997-98	77	30	39.0%	38	49.4%
1998-99 [3]	--	2	--	2	--
1999-00	--	--	--	--	--
2000-01	--	--	--	--	--
2001-02	--	--	--	--	--
Military and Veterans Affairs					
1997-98	900	82	9.1%	107	11.9%
1998-99	949	91	9.6%	118	12.4%
1999-00	987	84	8.5%	102	10.3%
2000-01	970	85	8.8%	125	12.9%
2001-02	962	94	9.8%	101	10.5%
Natural Resources					
1997-98	2,445	647	26.5%	1,244	50.9%
1998-99	2,510	853	34.0%	1,234	49.2%
1999-00	2,506	866	34.6%	1,240	49.5%
2000-01	2,509	723	28.8%	1,301	51.9%
2001-02	2,446	661	27.0%	1,009	41.3%
State					
1997-98	2,174	109	5.0%	205	9.4%
1998-99	2,231	125	5.6%	220	9.9%
1999-00	2,257	145	6.4%	244	10.8%
2000-01	2,267	152	6.7%	185	8.2%
2001-02	2,095	212	10.1%	274	13.1%
State Police					
1997-98	3,014	174	5.8%	174	5.8%
1998-99	3,159	193	6.1%	196	6.2%
1999-00	3,190	192	6.0%	195	6.1%
2000-01	3,240	159	4.9%	164	5.1%
2001-02	3,164	177	5.6%	182	5.8%

TURNOVER SEPARATIONS BY DEPARTMENT
Fiscal Years 1997-98 Through 2000-02

Department	Average Classified Employment	Separations Without Expired Appointments	Turnover Rate	Separations With Expired Appointments	Turnover Rate
Transportation					
1997-98	3,110	246	7.9%	516	16.6%
1998-99	3,196	184	5.8%	410	12.8%
1999-00	3,244	213	6.6%	455	14.0%
2000-01	3,253	194	6.0%	552	17.0%
2001-02	3,185	320	10.0%	449	14.1%
Treasury					
1997-98	1,710	118	6.9%	289	16.9%
1998-99	1,765	126	7.1%	298	16.9%
1999-00	1,826	136	7.4%	308	16.9%
2000-01	1,817	132	7.3%	287	15.8%
2001-02	1,793	203	11.3%	353	19.7%
Statewide Total					
1997-98	58,675	3,959	6.7%	5,460	9.3%
1998-99	60,066	4,252	7.1%	5,425	9.0%
1999-00	61,493	4,693	7.6%	5,976	9.7%
2000-01	62,057	4,334	7.0%	5,995	9.7%
2001-02	60,147	6,214	10.3%	7,125	11.8%

[1] Unemployment Agency figures were combined with Consumer and Industry Services.
[2] The Department of History Arts and Libraries was created by Act 63 of 2001.
[3] The Biologic Products Institute was sold to the private firm "BioPort" effective September 4, 1998.

Note: Turnover rates have traditionally included all separations whether voluntary or involuntary, except expired appointments and employees placed on layoff. Starting in fiscal year 1999-00 columns were added to also give a turnover rate for separations including expired appointments. This is because of increasing use of limited term employees where the expectation may be to refill a position after separation. Turnover rates are calculated by dividing the number of separations during the fiscal year by the average number of classified employees during the fiscal year.

Source: MAIN MIDB Civil Service HWF09 and HWF10, for the last full pay period of each fiscal year.

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

STATEWIDE EMPLOYEES BY EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

	EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/ Administrator	800 53%	445 29%	104 7%	109 7%	10 1%	4 0%	11 1%	4 0%	17 1%	10 1%	0 0%	2 0%	942	574
02	Professional	7,292 35%	8,132 39%	1,052 5%	3,150 15%	52 0%	81 0%	201 1%	261 1%	219 1%	250 1%	13 0%	14 0%	8,829	11,888
03	Technician	1,480 56%	691 26%	100 4%	235 9%	15 1%	7 0%	34 1%	14 1%	21 1%	14 1%	9 0%	7 0%	1,659	970
04	Protective Service	9,215 69%	1,672 13%	1,072 8%	688 5%	244 2%	47 0%	264 2%	64 0%	33 0%	3 0%	11 0%	2 0%	10,839	2,476
05	Para- Professionals	1,467 19%	3,539 47%	465 6%	1,633 22%	18 0%	59 1%	65 1%	239 3%	22 0%	28 0%	5 0%	12 0%	2,042	5,510
06	Administrative Support	270 4%	5,278 72%	80 1%	1,342 18%	1 0%	68 1%	23 0%	247 3%	6 0%	35 0%	0 0%	1 0%	380	6,971
07	Skilled Craft	1,795 83%	100 5%	128 6%	14 1%	50 2%	1 0%	51 2%	5 0%	4 0%	0 0%	2 0%	0 0%	2,030	120
08	Service/ Maintenance	1,676 52%	984 31%	238 7%	166 5%	26 1%	7 0%	57 2%	22 1%	12 0%	4 0%	7 0%	23 1%	2,017	1,207
	STATEWIDE TOTALS BY CATEGORY:	**23,995 41%**	**20,841 36%**	**3,239 6%**	**7,337 13%**	**416 1%**	**274 0%**	**706 1%**	**856 1%**	**334 1%**	**344 1%**	**47 0%**	**61 0%**	**28,738**	**29,716**

State Employees Grand Total: 58,454

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AGRICULTURE														
01 Official/ Administrator	13 57%	9 39%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	14	9
02 Professional	201 54%	124 34%	6 2%	18 5%	1 0%	3 1%	3 1%	1 0%	7 2%	5 1%	0 0%	0 0%	218	151
03 Technician	59 58%	35 34%	0 0%	2 2%	1 1%	0 0%	0 0%	0 0%	1 1%	1 1%	2 2%	1 1%	63	39
05 Para- Professionals	5 33%	9 60%	0 0%	0 0%	0 0%	0 0%	0 0%	1 7%	0 0%	0 0%	0 0%	0 0%	5	10
06 Administrative Support	6 6%	87 81%	0 0%	10 9%	0 0%	1 1%	0 0%	3 3%	0 0%	1 1%	0 0%	0 0%	6	102
07 Skilled Craft	5 83%	0 0%	0 0%	0 0%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08 Service/ Maintenance	24 59%	15 37%	2 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	26	15
DEPARTMENT TOTALS BY CATEGORY:	**313 47%**	**279 42%**	**9 1%**	**30 5%**	**2 0%**	**4 1%**	**4 1%**	**5 1%**	**8 1%**	**7 1%**	**2 0%**	**1 0%**	**338**	**326**

Department Total: 664

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ATTORNEY GENERAL														
01 Official/ Administrator	68 71%	20 21%	3 3%	4 4%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	71	25
02 Professional	126 58%	68 31%	9 4%	7 3%	0 0%	0 0%	3 1%	4 2%	1 0%	1 0%	0 0%	0 0%	139	80
04 Protective Service	14 74%	2 11%	1 5%	1 5%	0 0%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	16	3
05 Para- Professionals	5 14%	27 77%	0 0%	1 3%	0 0%	0 0%	0 0%	2 6%	0 0%	0 0%	0 0%	0 0%	5	30
06 Administrative Support	0 0%	120 85%	0 0%	21 15%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0	142
08 Service/ Maintenance	1 33%	1 33%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
DEPARTMENT TOTALS BY CATEGORY:	**214 42%**	**238 46%**	**14 3%**	**34 7%**	**0 0%**	**0 0%**	**4 1%**	**8 2%**	**1 0%**	**1 0%**	**0 0%**	**0 0%**	**233**	**281**

Department Total: 514

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: AUDITOR GENERAL														
01 Official/ Administrator	23 74%	8 26%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	23	8
02 Professional	57 45%	63 49%	4 3%	2 2%	0 0%	0 0%	1 1%	0 0%	0 0%	1 1%	0 0%	0 0%	62	66
03 Technician	1 25%	3 75%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	3
05 Para- Professionals	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
06 Administrative Support	0 0%	4 80%	0 0%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	5
07 Skilled Craft	1 33%	2 67%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	2
DEPARTMENT TOTALS BY CATEGORY:	**83 48%**	**80 47%**	**4 2%**	**3 2%**	**0 0%**	**0 0%**	**1 1%**	**0 0%**	**0 0%**	**1 1%**	**0 0%**	**0 0%**	**88**	**84**

Department Total: 172

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CAREER DEVELOPMENT														
01 Official/ Administrator	15 33%	16 36%	4 9%	8 18%	0 0%	0 0%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	20	25
02 Professional	213 35%	223 36%	44 7%	105 17%	0 0%	5 1%	5 1%	7 1%	3 0%	10 2%	0 0%	0 0%	265	350
03 Technician	1 6%	7 44%	0 0%	7 44%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	1	15
04 Protective Service	3 75%	0 0%	0 0%	0 0%	1 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	0
05 Para- Professionals	77 41%	41 22%	21 11%	30 16%	1 1%	1 1%	4 2%	13 7%	1 1%	1 1%	0 0%	0 0%	104	86
06 Administrative Support	1 1%	123 74%	1 1%	35 21%	0 0%	2 1%	0 0%	4 2%	0 0%	0 0%	0 0%	0 0%	2	164
07 Skilled Craft	6 86%	0 0%	0 0%	0 0%	0 0%	0 0%	1 14%	0 0%	0 0%	0 0%	0 0%	0 0%	7	0
08 Service/ Maintenance	7 44%	4 25%	3 19%	0 0%	1 6%	0 0%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	12	4
DEPARTMENT TOTALS BY CATEGORY:	**323 31%**	**414 39%**	**73 7%**	**185 17%**	**3 0%**	**8 1%**	**12 1%**	**26 2%**	**4 0%**	**11 1%**	**0 0%**	**0 0%**	**415**	**644**

Department Total: 1,059

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL RIGHTS														
01 Official/ Administrator	5 45%	1 9%	3 27%	1 9%	0 0%	0 0%	0 0%	0 0%	1 9%	0 0%	0 0%	0 0%	9	2
02 Professional	16 14%	31 26%	22 19%	30 26%	0 0%	2 2%	6 5%	6 5%	1 1%	3 3%	0 0%	0 0%	45	72
03 Technician	0 0%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	1
05 Para- Professionals	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
06 Administrative Support	1 3%	9 29%	1 3%	17 55%	0 0%	0 0%	0 0%	3 10%	0 0%	0 0%	0 0%	0 0%	2	29
DEPARTMENT TOTALS BY CATEGORY:	**23 14%**	**42 26%**	**26 16%**	**48 30%**	**0 0%**	**2 1%**	**7 4%**	**9 6%**	**2 1%**	**3 2%**	**0 0%**	**0 0%**	**58**	**104**

Department Total: 162

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CIVIL SERVICE														
01 Official/ Administrator	11 50%	7 32%	2 9%	1 5%	0 0%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	14	8
02 Professional	21 21%	48 48%	7 7%	15 15%	1 1%	1 1%	1 1%	1 1%	0 0%	3 3%	1 1%	2 2%	31	70
03 Technician	1 17%	3 50%	0 0%	1 17%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	2	4
05 Para- Professionals	2 17%	8 67%	0 0%	1 8%	1 8%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	9
06 Administrative Support	2 4%	37 69%	1 2%	9 17%	0 0%	1 2%	0 0%	3 6%	0 0%	1 2%	0 0%	0 0%	3	51
08 Service/ Maintenance	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
DEPARTMENT TOTALS BY CATEGORY:	**39 20%**	**103 52%**	**10 5%**	**27 14%**	**2 1%**	**2 1%**	**3 2%**	**4 2%**	**0 0%**	**4 2%**	**1 1%**	**2 1%**	**55**	**142**

Department Total: 197

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department:	**COMMUNITY HEALTH**														
01	Official/ Administrator	86 44%	68 35%	9 5%	12 6%	1 1%	1 1%	1 1%	0 0%	10 5%	6 3%	0 0%	2 1%	107	89
02	Professional	531 29%	805 43%	77 4%	245 13%	4 0%	9 0%	18 1%	13 1%	55 3%	94 5%	2 0%	2 0%	687	1,168
03	Technician	45 13%	135 38%	13 4%	147 41%	1 0%	0 0%	1 0%	2 1%	1 0%	7 2%	1 0%	2 1%	62	293
04	Protective Service	303 52%	88 15%	94 16%	62 11%	5 1%	2 0%	17 3%	4 1%	3 1%	0 0%	0 0%	0 0%	422	156
05	Para- Professionals	275 25%	454 41%	126 11%	232 21%	1 0%	5 0%	6 1%	12 1%	0 0%	4 0%	1 0%	0 0%	409	707
06	Administrative Support	7 1%	420 77%	4 1%	78 14%	0 0%	4 1%	1 0%	26 5%	0 0%	2 0%	0 0%	1 0%	12	531
07	Skilled Craft	90 76%	4 3%	17 14%	1 1%	1 1%	0 0%	4 3%	0 0%	1 1%	0 0%	0 0%	0 0%	113	5
08	Service/ Maintenance	86 24%	128 36%	62 17%	66 19%	1 0%	1 0%	3 1%	6 2%	1 0%	1 0%	0 0%	0 0%	153	202
DEPARTMENT TOTALS BY CATEGORY:		**1,423 28%**	**2,102 41%**	**402 8%**	**843 16%**	**14 0%**	**22 0%**	**51 1%**	**63 1%**	**71 1%**	**114 2%**	**4 0%**	**7 0%**	**1,965**	**3,151**

Department Total: 5,116

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CONSUMERS & INDUSTRY SERVICES														
01 Official/ Administrator	74 53%	40 29%	8 6%	17 12%	0 0%	1 1%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	82	58
02 Professional	573 37%	602 39%	103 7%	208 13%	3 0%	4 0%	11 1%	17 1%	18 1%	22 1%	0 0%	0 0%	708	853
03 Technician	197 69%	45 16%	19 7%	10 4%	2 1%	1 0%	7 2%	1 0%	2 1%	1 0%	0 0%	0 0%	227	58
05 Para- Professionals	104 12%	377 45%	34 4%	278 33%	1 0%	6 1%	8 1%	13 2%	6 1%	5 1%	0 0%	7 1%	153	686
06 Administrative Support	14 2%	500 70%	6 1%	147 21%	0 0%	7 1%	1 0%	30 4%	1 0%	5 1%	0 0%	0 0%	22	689
07 Skilled Craft	10 42%	1 4%	6 25%	4 17%	1 4%	0 0%	1 4%	1 4%	0 0%	0 0%	0 0%	0 0%	18	6
08 Service/ Maintenance	15 45%	6 18%	5 15%	3 9%	0 0%	0 0%	4 12%	0 0%	0 0%	0 0%	0 0%	0 0%	24	9
DEPARTMENT TOTALS BY CATEGORY:	**987 27%**	**1,571 44%**	**181 5%**	**667 19%**	**7 0%**	**19 1%**	**32 1%**	**62 2%**	**27 1%**	**33 1%**	**0 0%**	**7 0%**	**1,234**	**2,359**

Department Total: 3,593

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: CORRECTIONS														
01 Official/ Administrator	96 51%	50 27%	21 11%	15 8%	2 1%	1 1%	2 1%	0 0%	0 0%	1 1%	0 0%	0 0%	121	67
02 Professional	1,422 44%	1,066 33%	277 9%	371 11%	15 0%	12 0%	24 1%	22 1%	16 0%	9 0%	3 0%	3 0%	1,757	1,483
03 Technician	46 34%	67 50%	2 1%	17 13%	0 0%	0 0%	1 1%	1 1%	1 1%	0 0%	0 0%	0 0%	50	85
04 Protective Service	6,985 69%	1,245 12%	790 8%	600 6%	195 2%	37 0%	170 2%	57 1%	20 0%	2 0%	11 0%	2 0%	8,171	1,943
05 Para- Professionals	258 32%	387 48%	41 5%	84 10%	6 1%	7 1%	6 1%	9 1%	2 0%	2 0%	0 0%	1 0%	313	490
06 Administrative Support	40 3%	1,024 77%	7 1%	215 16%	1 0%	16 1%	1 0%	27 2%	0 0%	5 0%	0 0%	0 0%	49	1,287
07 Skilled Craft	654 90%	24 3%	25 3%	1 0%	15 2%	0 0%	10 1%	0 0%	0 0%	0 0%	0 0%	0 0%	704	25
08 Service/ Maintenance	680 66%	169 16%	97 9%	46 4%	14 1%	0 0%	18 2%	3 0%	6 1%	0 0%	0 0%	0 0%	815	218
DEPARTMENT TOTALS BY CATEGORY:	**10,181 58%**	**4,032 23%**	**1,260 7%**	**1,349 8%**	**248 1%**	**73 0%**	**232 1%**	**119 1%**	**45 0%**	**19 0%**	**14 0%**	**6 0%**	**11,980**	**5,598**

Department Total: 17,578

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EDUCATION														
01 Official/ Administrator	8 20%	25 63%	1 3%	5 13%	0 0%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	9	31
02 Professional	41 24%	112 65%	3 2%	10 6%	0 0%	1 1%	3 2%	3 2%	0 0%	0 0%	0 0%	0 0%	47	126
03 Technician	0 0%	3 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0	3
04 Protective Service	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	0
05 Para- Professionals	14 22%	39 61%	4 6%	5 8%	0 0%	0 0%	0 0%	1 2%	0 0%	1 2%	0 0%	0 0%	18	46
06 Administrative Support	1 1%	80 91%	0 0%	4 5%	0 0%	0 0%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	1	87
07 Skilled Craft	6 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	6	0
08 Service/ Maintenance	2 67%	0 0%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	0
DEPARTMENT TOTALS BY CATEGORY:	**74 20%**	**259 68%**	**9 2%**	**24 6%**	**0 0%**	**1 0%**	**3 1%**	**8 2%**	**0 0%**	**1 0%**	**0 0%**	**0 0%**	**86**	**293**

Department Total: 379

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: ENVIRONMENTAL QUALITY														
01 Official/ Administrator	20 74%	6 22%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	21	6
02 Professional	641 59%	349 32%	22 2%	20 2%	1 0%	3 0%	10 1%	3 0%	28 3%	14 1%	0 0%	0 0%	702	389
03 Technician	59 63%	21 22%	7 7%	2 2%	1 1%	0 0%	2 2%	1 1%	1 1%	0 0%	0 0%	0 0%	70	24
04 Protective Service	10 56%	4 22%	3 17%	1 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	13	5
05 Para- Professionals	13 25%	32 60%	0 0%	5 9%	0 0%	1 2%	0 0%	1 2%	1 2%	0 0%	0 0%	0 0%	14	39
06 Administrative Support	8 4%	175 81%	1 0%	20 9%	0 0%	1 0%	3 1%	6 3%	0 0%	2 1%	0 0%	0 0%	12	204
07 Skilled Craft	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
08 Service/ Maintenance	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1	0
DEPARTMENT TOTALS BY CATEGORY:	**753 50%**	**587 39%**	**34 2%**	**48 3%**	**2 0%**	**5 0%**	**15 1%**	**11 1%**	**30 2%**	**16 1%**	**0 0%**	**0 0%**	**834**	**667**

Department Total: 1,501

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: EXECUTIVE OFFICE														
01 Official/ Administrator	3 75%	1 25%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3	1
02 Professional	4 29%	10 71%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4	10
05 Para- Professionals	6 19%	23 74%	0 0%	1 3%	0 0%	0 0%	1 3%	0 0%	0 0%	0 0%	0 0%	0 0%	7	24
DEPARTMENT TOTALS BY CATEGORY:	**13 27%**	**34 69%**	**0 0%**	**1 2%**	**0 0%**	**0 0%**	**1 2%**	**0 0%**	**0 0%**	**0 0%**	**0 0%**	**0 0%**	**14**	**35**

Department Total: 49

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: FAMILY INDEPENDENCE AGENCY															
01	Official/ Administrator	89 45%	54 27%	16 8%	33 17%	2 1%	0 0%	1 1%	0 0%	1 1%	1 1%	0 0%	0 0%	109	88
02	Professional	1,439 20%	3,311 46%	281 4%	1,914 26%	11 0%	31 0%	56 1%	149 2%	25 0%	45 1%	0 0%	4 0%	1,812	5,454
03	Technician	8 38%	9 43%	2 10%	2 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10	11
04	Protective Service	22 54%	4 10%	13 32%	1 2%	0 0%	0 0%	0 0%	0 0%	1 2%	0 0%	0 0%	0 0%	36	5
05	Para- Professionals	329 14%	1,052 44%	196 8%	633 26%	7 0%	20 1%	31 1%	118 5%	7 0%	6 0%	1 0%	0 0%	571	1,829
06	Administrative Support	53 3%	1,122 60%	42 2%	545 29%	0 0%	16 1%	7 0%	70 4%	1 0%	6 0%	0 0%	0 0%	103	1,759
07	Skilled Craft	33 79%	1 2%	6 14%	0 0%	0 0%	0 0%	1 2%	0 0%	1 2%	0 0%	0 0%	0 0%	41	1
08	Service/ Maintenance	43 48%	20 22%	14 16%	9 10%	0 0%	0 0%	3 3%	1 1%	0 0%	0 0%	0 0%	0 0%	60	30
DEPARTMENT TOTALS BY CATEGORY:		**2,016 17%**	**5,573 47%**	**570 5%**	**3,137 26%**	**20 0%**	**67 1%**	**99 1%**	**338 3%**	**36 0%**	**58 0%**	**1 0%**	**4 0%**	**2,742**	**9,177**

Department Total: 11,919

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: HISTORY ARTS AND LIBRARIES														
01 Official/ Administrator	8 42%	10 53%	0 0%	1 5%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8	11
02 Professional	41 40%	53 52%	2 2%	0 0%	1 1%	0 0%	0 0%	1 1%	1 1%	0 0%	2 2%	1 1%	47	55
03 Technician	14 31%	15 33%	2 4%	5 11%	1 2%	0 0%	1 2%	1 2%	1 2%	0 0%	2 4%	3 7%	21	24
04 Protective Service	2 67%	1 33%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	1
05 Para- Professionals	3 11%	21 75%	0 0%	2 7%	0 0%	0 0%	0 0%	2 7%	0 0%	0 0%	0 0%	0 0%	3	25
06 Administrative Support	2 6%	26 72%	2 6%	3 8%	0 0%	1 3%	0 0%	1 3%	0 0%	1 3%	0 0%	0 0%	4	32
07 Skilled Craft	12 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	12	0
08 Service/ Maintenance	31 42%	16 22%	0 0%	0 0%	3 4%	1 1%	0 0%	1 1%	0 0%	1 1%	5 7%	16 22%	39	35
DEPARTMENT TOTALS BY CATEGORY:	**113 35%**	**142 45%**	**6 2%**	**11 3%**	**5 2%**	**2 1%**	**1 0%**	**6 2%**	**2 1%**	**2 1%**	**9 3%**	**20 6%**	**136**	**183**

Department Total: 319

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MANAGEMENT & BUDGET														
01 Official/ Administrator	65 58%	40 35%	5 4%	0 0%	0 0%	0 0%	0 0%	0 0%	2 2%	1 1%	0 0%	0 0%	72	41
02 Professional	285 42%	296 44%	24 4%	31 5%	1 0%	2 0%	9 1%	8 1%	12 2%	12 2%	0 0%	0 0%	331	349
03 Technician	38 42%	42 46%	2 2%	3 3%	0 0%	1 1%	1 1%	2 2%	2 2%	0 0%	0 0%	0 0%	43	48
04 Protective Service	4 50%	3 38%	1 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	5	3
05 Para- Professionals	48 28%	105 61%	1 1%	7 4%	0 0%	1 1%	3 2%	5 3%	1 1%	1 1%	0 0%	0 0%	53	119
06 Administrative Support	11 5%	169 81%	0 0%	19 9%	0 0%	0 0%	0 0%	7 3%	0 0%	2 1%	0 0%	0 0%	11	197
07 Skilled Craft	181 82%	10 5%	14 6%	2 1%	2 1%	0 0%	9 4%	2 1%	0 0%	0 0%	0 0%	0 0%	206	14
08 Service/ Maintenance	132 59%	51 23%	20 9%	6 3%	1 0%	0 0%	13 6%	1 0%	1 0%	0 0%	0 0%	0 0%	167	58
DEPARTMENT TOTALS BY CATEGORY:	**764 44%**	**716 42%**	**67 4%**	**68 4%**	**4 0%**	**4 0%**	**35 2%**	**25 1%**	**18 1%**	**16 1%**	**0 0%**	**0 0%**	**888**	**829**

Department Total: 1,717

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: MILITARY AFFAIRS														
01 Official/ Administrator	9 60%	4 27%	2 13%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	11	4
02 Professional	69 39%	85 48%	6 3%	11 6%	0 0%	2 1%	0 0%	2 1%	0 0%	1 1%	0 0%	0 0%	75	101
03 Technician	25 16%	108 68%	0 0%	18 11%	0 0%	2 1%	2 1%	1 1%	0 0%	2 1%	0 0%	0 0%	27	131
04 Protective Service	29 94%	0 0%	0 0%	0 0%	0 0%	0 0%	2 6%	0 0%	0 0%	0 0%	0 0%	0 0%	31	0
05 Para- Professionals	62 22%	124 44%	12 4%	71 25%	1 0%	1 0%	0 0%	7 2%	1 0%	2 1%	0 0%	0 0%	76	205
06 Administrative Support	2 3%	52 83%	0 0%	7 11%	0 0%	2 3%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	61
07 Skilled Craft	102 90%	2 2%	4 4%	0 0%	2 2%	0 0%	3 3%	0 0%	0 0%	0 0%	0 0%	0 0%	111	2
08 Service/ Maintenance	57 46%	34 28%	13 11%	6 5%	3 2%	0 0%	7 6%	0 0%	1 1%	1 1%	1 1%	0 0%	82	41
DEPARTMENT TOTALS BY CATEGORY:	**355 37%**	**409 43%**	**37 4%**	**113 12%**	**6 1%**	**7 1%**	**14 1%**	**10 1%**	**2 0%**	**6 1%**	**1 0%**	**0 0%**	**415**	**545**

Department Total: 960

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: NATURAL RESOURCES															
01	Official/ Administrator	35 65%	14 26%	3 6%	1 2%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	39	15
02	Professional	291 66%	118 27%	5 1%	10 2%	5 1%	1 0%	2 0%	4 1%	1 0%	0 0%	1 0%	0 0%	305	133
03	Technician	269 82%	44 13%	4 1%	2 1%	3 1%	0 0%	2 1%	1 0%	1 0%	1 0%	0 0%	0 0%	279	48
04	Protective Service	486 79%	85 14%	16 3%	5 1%	12 2%	1 0%	10 2%	1 0%	3 0%	0 0%	0 0%	0 0%	527	92
05	Para- Professionals	23 32%	37 51%	2 3%	6 8%	0 0%	0 0%	0 0%	3 4%	0 0%	1 1%	0 0%	0 0%	25	47
06	Administrative Support	7 4%	159 88%	0 0%	7 4%	0 0%	2 1%	1 1%	4 2%	0 0%	1 1%	0 0%	0 0%	8	173
07	Skilled Craft	88 93%	6 6%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	89	6
08	Service/ Maintenance	505 56%	374 42%	5 1%	2 0%	3 0%	3 0%	2 0%	0 0%	2 0%	1 0%	0 0%	0 0%	518	381
DEPARTMENT TOTALS BY CATEGORY:		**1,704 63%**	**837 31%**	**35 1%**	**33 1%**	**24 1%**	**7 0%**	**17 1%**	**13 0%**	**8 0%**	**4 0%**	**1 0%**	**0 0%**	**1,790**	**895**

Department Total: 2,685

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE														
01 Official/ Administrator	21 43%	16 33%	5 10%	3 6%	1 2%	0 0%	1 2%	0 0%	1 2%	1 2%	0 0%	0 0%	29	20
02 Professional	131 40%	118 36%	16 5%	42 13%	1 0%	1 0%	6 2%	4 1%	5 2%	4 1%	0 0%	0 0%	159	169
03 Technician	10 37%	16 59%	0 0%	1 4%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	10	17
05 Para- Professionals	86 8%	621 60%	13 1%	238 23%	0 0%	13 1%	2 0%	46 4%	2 0%	4 0%	3 0%	4 0%	106	926
06 Administrative Support	32 8%	287 70%	6 1%	49 12%	0 0%	3 1%	3 1%	18 4%	2 0%	8 2%	0 0%	0 0%	43	365
07 Skilled Craft	6 43%	5 36%	1 7%	1 7%	1 7%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	8	6
08 Service/ Maintenance	13 8%	114 72%	4 3%	15 9%	0 0%	1 1%	2 1%	5 3%	0 0%	0 0%	0 0%	5 3%	19	140
DEPARTMENT TOTALS BY CATEGORY:	**299 15%**	**1,177 58%**	**45 2%**	**349 17%**	**3 0%**	**18 1%**	**14 1%**	**73 4%**	**10 0%**	**17 1%**	**3 0%**	**9 0%**	**374**	**1,643**

Department Total: 2,017

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: STATE POLICE															
01	Official/ Administrator	38 69%	9 16%	4 7%	2 4%	1 2%	0 0%	1 2%	0 0%	0 0%	0 0%	0 0%	0 0%	44	11
02	Professional	286 58%	141 29%	32 7%	8 2%	2 0%	2 0%	11 2%	2 0%	2 0%	5 1%	0 0%	0 0%	333	158
03	Technician	202 76%	39 15%	13 5%	7 3%	2 1%	2 1%	1 0%	1 0%	0 0%	0 0%	0 0%	0 0%	218	49
04	Protective Service	1,336 74%	208 11%	153 8%	14 1%	29 2%	0 0%	62 3%	2 0%	6 0%	1 0%	0 0%	0 0%	1,586	225
05	Para- Professionals	23 28%	48 59%	1 1%	4 5%	0 0%	1 1%	0 0%	3 4%	1 1%	0 0%	0 0%	0 0%	25	56
06	Administrative Support	42 13%	238 74%	2 1%	29 9%	0 0%	3 1%	0 0%	8 2%	0 0%	0 0%	0 0%	0 0%	44	278
07	Skilled Craft	27 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	27	0
08	Service/ Maintenance	15 60%	4 16%	1 4%	3 12%	0 0%	0 0%	0 0%	2 8%	0 0%	0 0%	0 0%	0 0%	16	9
DEPARTMENT TOTALS BY CATEGORY:		**1,969 64%**	**687 22%**	**206 7%**	**67 2%**	**34 1%**	**8 0%**	**75 2%**	**18 1%**	**9 0%**	**6 0%**	**0 0%**	**0 0%**	**2,293**	**786**

Department Total: 3,079

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:		White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TRANSPORTATION															
01	Official/ Administrator	64 65%	20 20%	9 9%	3 3%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	75	23
02	Professional	593 58%	256 25%	61 6%	39 4%	5 0%	0 0%	20 2%	6 1%	29 3%	13 1%	3 0%	2 0%	711	316
03	Technician	496 74%	90 13%	36 5%	11 2%	4 1%	1 0%	15 2%	2 0%	10 1%	2 0%	4 1%	1 0%	565	109
04	Protective Service	19 28%	32 48%	1 1%	4 6%	2 3%	7 10%	2 3%	0 0%	0 0%	0 0%	0 0%	0 0%	24	43
05	Para- Professionals	92 55%	57 34%	3 2%	11 7%	0 0%	1 1%	2 1%	2 1%	0 0%	0 0%	0 0%	0 0%	97	71
06	Administrative Support	3 1%	217 84%	1 0%	27 10%	0 0%	4 2%	0 0%	7 3%	0 0%	0 0%	0 0%	0 0%	4	255
07	Skilled Craft	571 79%	42 6%	55 8%	4 1%	28 4%	1 0%	21 3%	2 0%	1 0%	0 0%	2 0%	0 0%	678	49
08	Service/ Maintenance	47 53%	21 24%	6 7%	6 7%	0 0%	1 1%	4 4%	0 0%	1 1%	0 0%	1 1%	2 2%	59	30
DEPARTMENT TOTALS BY CATEGORY:		**1,885 61%**	**735 24%**	**172 6%**	**105 3%**	**41 1%**	**15 0%**	**64 2%**	**19 1%**	**41 1%**	**15 0%**	**10 0%**	**5 0%**	**2,213**	**896**

Department Total: 3,109

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Department: TREASURY														
01 Official/ Administrator	49 53%	27 29%	7 8%	3 3%	0 0%	1 1%	3 3%	1 1%	2 2%	0 0%	0 0%	0 0%	61	32
02 Professional	311 43%	253 35%	51 7%	64 9%	1 0%	2 0%	12 2%	8 1%	15 2%	8 1%	1 0%	0 0%	391	335
03 Technician	9 50%	8 44%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 6%	0 0%	0 0%	0 0%	10	8
05 Para- Professionals	40 25%	77 49%	11 7%	24 15%	0 0%	2 1%	1 1%	1 1%	0 0%	1 1%	0 0%	0 0%	52	105
06 Administrative Support	38 6%	429 70%	6 1%	99 16%	0 0%	5 1%	6 1%	26 4%	2 0%	1 0%	0 0%	0 0%	52	560
07 Skilled Craft	2 33%	3 50%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	2	4
08 Service/ Maintenance	15 28%	27 51%	4 8%	4 8%	0 0%	0 0%	0 0%	3 6%	0 0%	0 0%	0 0%	0 0%	19	34
DEPARTMENT TOTALS BY CATEGORY:	**464 28%**	**824 49%**	**79 5%**	**195 12%**	**1 0%**	**10 1%**	**22 1%**	**39 2%**	**20 1%**	**10 1%**	**1 0%**	**0 0%**	**587**	**1,078**

Department Total: 1,665

STATEWIDE EMPLOYEES BY DEPARTMENT AND EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

EEO CATEGORY:	White				Black				American Indian				Hispanic				Asian				Other				Total	
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male	Female
STATEWIDE TOTALS BY CATEGORY:	23,995	41%	20,841	36%	3,239	6%	7,337	13%	416	1%	274	0%	706	1%	856	1%	334	1%	344	1%	47	0%	61	0%	28,738	29,716

State Employees Grand Total: 58,454

Table 4-3

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT
RACE/ETHNIC GROUP, AND GENDER ANALYSIS
PAY PERIOD ENDING SEP 28, 2002

HRS DEPARTMENT	WHITE				BLACK				AMERICAN INDIAN				HISPANIC				ASIAN				OTHER								
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		FEMALE		MINORITY		GRAND
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	TOTAL
AGRICULTURE	313	47.1	279	42.0	9	1.4	30	4.5	2	0.3	4	0.6	4	0.6	5	0.8	8	1.2	7	1.1	2	0.3	1	0.2	326	49.1	69	10.4	664
ATTORNEY GENERAL	214	41.6	238	46.3	14	2.7	34	6.6	0	0.0	0	0.0	4	0.8	8	1.6	1	0.2	1	0.2	0	0.0	0	0.0	281	54.7	62	12.1	514
AUDITOR GENERAL	83	48.3	80	46.5	4	2.3	3	1.7	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	1	0.6	0	0.0	0	0.0	84	48.8	9	5.2	172
CAREER DEVELOPMENT	322	30.4	414	39.1	73	6.9	185	17.5	3	0.3	8	0.8	12	1.1	26	2.5	4	0.4	11	1.0	0	0.0	0	0.0	644	60.9	322	30.4	1,058
CIVIL RIGHTS	23	14.2	42	25.9	26	16.0	48	29.6	0	0.0	2	1.2	7	4.3	9	5.6	2	1.2	3	1.9	0	0.0	0	0.0	104	64.2	97	59.9	162
CIVIL SERVICE	39	20.0	101	51.8	10	5.1	27	13.8	2	1.0	2	1.0	3	1.5	4	2.1	0	0.0	4	2.1	1	0.5	2	1.0	140	71.8	52	26.7	195
COMMUNITY HEALTH	1,412	27.8	2,086	41.1	395	7.8	834	16.4	14	0.3	22	0.4	51	1.0	62	1.2	71	1.4	113	2.2	4	0.1	7	0.1	3,124	61.6	1,562	30.8	5,071
CONSUMERS & INDUSTRY SERVICES	982	27.4	1,565	43.7	181	5.1	666	18.6	7	0.2	19	0.5	32	0.9	62	1.7	27	0.8	33	0.9	0	0.0	7	0.2	2,352	65.7	1,027	28.7	3,581
CORRECTIONS	10,111	57.9	3,997	22.9	1,255	7.2	1,341	7.7	242	1.4	73	0.4	230	1.3	119	0.7	44	0.3	19	0.1	14	0.1	6	0.0	5,555	31.8	3,323	19.0	17,451
EDUCATION	74	19.5	259	68.3	9	2.4	24	6.3	0	0.0	1	0.3	3	0.8	8	2.1	0	0.0	1	0.3	0	0.0	0	0.0	293	77.3	46	12.1	379
ENVIRONMENTAL QUALITY	752	50.2	586	39.1	34	2.3	48	3.2	2	0.1	5	0.3	15	1.0	11	0.7	30	2.0	16	1.1	0	0.0	0	0.0	666	44.4	161	10.7	1,499
EXECUTIVE OFFICE	13	26.5	34	69.4	0	0.0	1	2.0	0	0.0	0	0.0	1	2.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	35	71.4	2	4.1	49
FAMILY INDEPENDENCE AGENCY	2,012	16.9	5,565	46.8	566	4.8	3,130	26.3	20	0.2	67	0.6	99	0.8	337	2.8	36	0.3	58	0.5	1	0.0	5	0.0	9,162	77.0	4,313	36.3	11,896
HISTORY ARTS AND LIBRARIES	113	35.5	141	44.3	6	1.9	11	3.5	5	1.6	2	0.6	1	0.3	6	1.9	2	0.6	2	0.6	9	2.8	20	6.3	182	57.2	35	11.0	318
MANAGEMENT & BUDGET	762	44.4	716	41.7	67	3.9	68	4.0	4	0.2	4	0.2	35	2.0	25	1.5	18	1.0	16	0.9	0	0.0	0	0.0	829	48.3	237	13.8	1,715
MILITARY AFFAIRS	354	37.0	407	42.5	37	3.9	113	11.8	6	0.6	7	0.7	14	1.5	10	1.0	2	0.2	6	0.6	1	0.1	0	0.0	543	56.7	195	20.4	957
NATURAL RESOURCES	1,699	63.4	835	31.2	35	1.3	33	1.2	24	0.9	7	0.3	17	0.6	13	0.5	8	0.3	4	0.1	2	0.1	1	0.0	893	33.3	141	5.3	2,678
STATE	299	14.8	1,174	58.3	45	2.2	349	17.3	3	0.1	18	0.9	14	0.7	73	3.6	10	0.5	17	0.8	3	0.1	9	0.4	1,640	81.4	529	26.3	2,014
STATE POLICE	1,961	64.0	683	22.3	204	6.7	66	2.2	34	1.1	8	0.3	75	2.4	18	0.6	9	0.3	6	0.2	0	0.0	0	0.0	781	25.5	420	13.7	3,064
TRANSPORTATION	1,880	60.6	733	23.6	172	5.5	105	3.4	41	1.3	15	0.5	64	2.1	19	0.6	41	1.3	15	0.5	10	0.3	7	0.2	894	28.8	472	15.2	3,102
TREASURY	464	27.9	822	49.5	79	4.8	193	11.6	1	0.1	10	0.6	22	1.3	39	2.3	20	1.2	10	0.6	1	0.1	0	0.0	1,074	64.7	374	22.5	1,661
TOTALS & PERCENTS	**23,882**	**41.0**	**20,757**	**35.7**	**3,221**	**5.5**	**7,309**	**12.6**	**410**	**0.7**	**274**	**0.5**	**704**	**1.2**	**854**	**1.5**	**333**	**0.6**	**343**	**0.6**	**48**	**0.1**	**65**	**0.1**	**29,602**	**50.9**	**13,448**	**23.1**	**58,200**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 21
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

STATEWIDE EMPLOYEES WITH A DISABILITY BY EEO CATEGORY
PAY PERIOD ENDING: Sep 28, 2002

	EEO CATEGORY:	White		Black		American Indian		Hispanic		Asian		Other		Total	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
01	Official/ Administrator	83 72%	23 20%	2 2%	7 6%	0 0%	0 0%	0 0%	0 0%	1 1%	0 0%	0 0%	0 0%	86	30
02	Professional	464 45%	395 38%	30 3%	103 10%	2 0%	8 1%	11 1%	10 1%	8 1%	1 0%	0 0%	0 0%	515	517
03	Technician	55 77%	7 10%	0 0%	5 7%	0 0%	1 1%	0 0%	0 0%	2 3%	1 1%	0 0%	0 0%	57	14
04	Protective Service	255 75%	43 13%	19 6%	13 4%	5 1%	1 0%	4 1%	0 0%	2 1%	0 0%	0 0%	0 0%	285	57
05	Para- Professionals	126 27%	236 51%	17 4%	59 13%	2 0%	6 1%	5 1%	9 2%	1 0%	0 0%	0 0%	0 0%	151	310
06	Administrative Support	45 10%	329 72%	7 2%	59 13%	0 0%	6 1%	1 0%	11 2%	0 0%	1 0%	0 0%	0 0%	53	406
07	Skilled Craft	95 86%	3 3%	3 3%	1 1%	3 3%	0 0%	4 4%	1 1%	0 0%	0 0%	0 0%	0 0%	105	5
08	Service/ Maintenance	81 74%	13 12%	8 7%	5 5%	1 1%	0 0%	2 2%	0 0%	0 0%	0 0%	0 0%	0 0%	92	18
	STATEWIDE TOTAL BY CATEGORY:	**1,204 45%**	**1,049 39%**	**86 3%**	**252 9%**	**13 0%**	**22 1%**	**27 1%**	**31 1%**	**14 1%**	**3 0%**	**0 0%**	**0 0%**	**1,344**	**1,357**

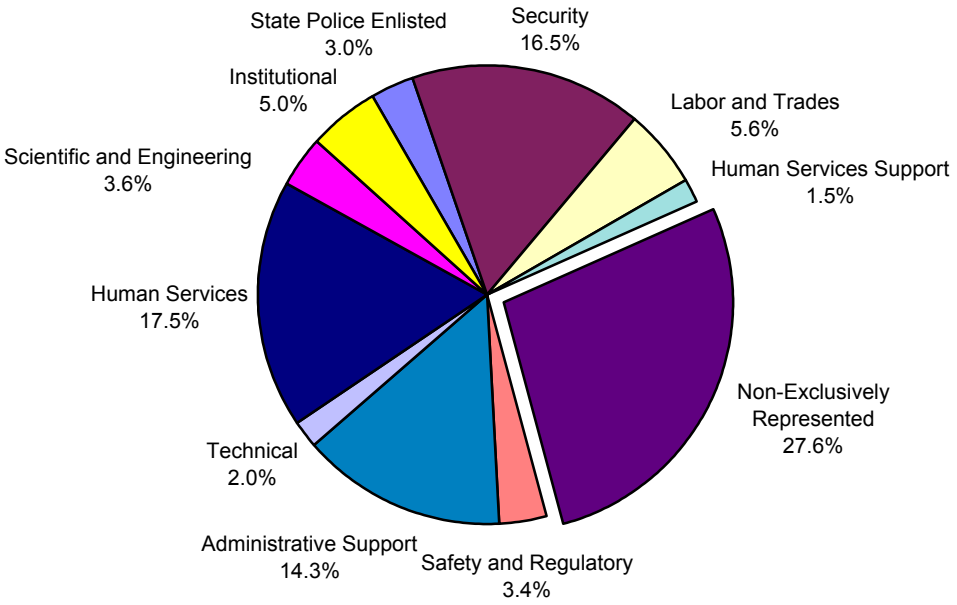
State Employees Grand Total: 2,701

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

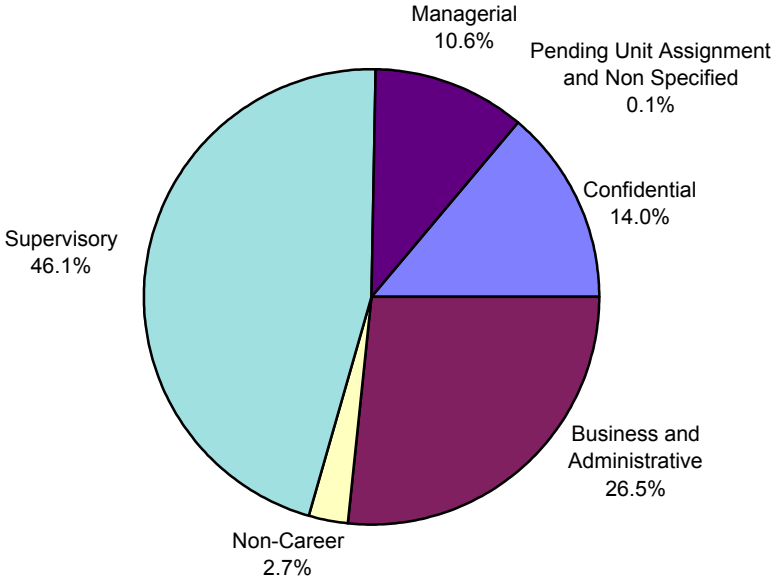
Graph 5-1

BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT 2001-02



(58,200 Employees)

Non-Exclusively Represented 16,038 Employees



Source: MAIN MIDB Civil Service HWF 44, pay period ending 9-28-02.
Comment: Of the 58,200 classified employees at fiscal year end, 72.4 percent were exclusively represented by one of eight employee organizations.

Table 5-1

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

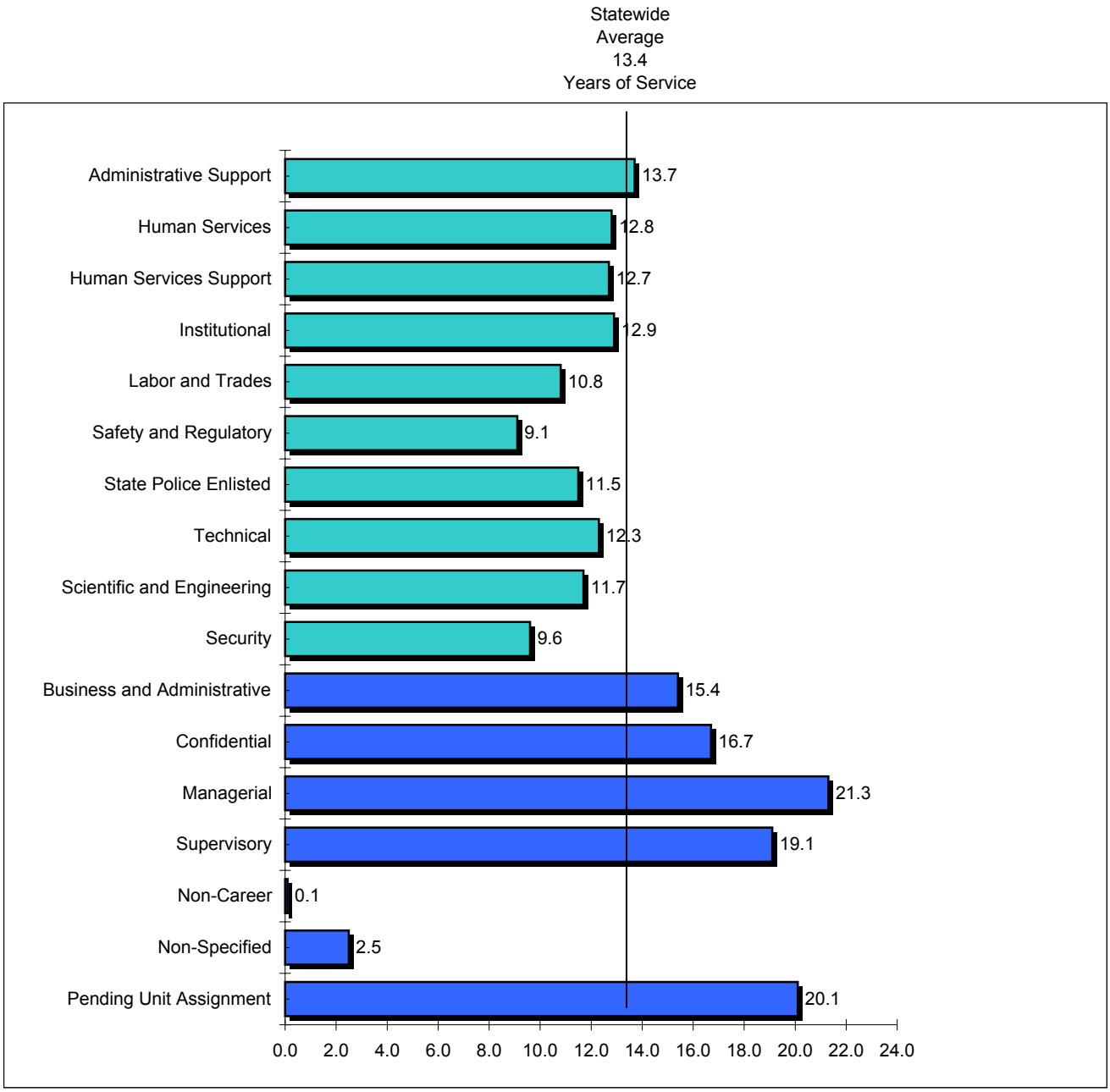
PAY PERIOD ENDING SEPTEMBER 28, 2002

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A.		U.A.W. LOCAL 6008		MCO, SEIU LOCAL 526-M		SEIU LOCAL 31-M		MPES, SEIU LOCAL 517		U.T.E.A.		M.S.P.T.A.		AFSCME COUNCIL 25	
		EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02 SAFETY & REGULATORY	1,953	1,366	69.9	1	0.1	2	0.1	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0
A31 LABOR AND TRADES	3,237	2,945	91.0	2	0.1	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0
C12 SECURITY	9,625	2	0.0	1	0.0	9,435	98.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
E42 HUMAN SERVICES SUPPORT	884	0	0.0	15	1.7	0	0.0	697	78.8	0	0.0	0	0.0	0	0.0	1	0.1
H21 SCIENTIFIC & ENGINEERING	2,080	1	0.0	2	0.1	0	0.0	0	0.0	2,007	96.5	8	0.4	0	0.0	0	0.0
L32 TECHNICAL	1,180	2	0.2	1	0.1	0	0.0	0	0.0	0	0.0	1,104	93.6	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,759	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,740	98.9	0	0.0
U11 INSTITUTIONAL	2,883	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2,188	75.9
W22 HUMAN SERVICES	10,210	0	0.0	9,475	92.8	10	0.1	4	0.0	0	0.0	0	0.0	0	0.0	7	0.1
W41 ADMINISTRATIVE SUPPORT	8,351	1	0.0	7,673	91.9	3	0.0	2	0.0	0	0.0	1	0.0	0	0.0	0	0.0
Y00 NON-SPECIFIED	10	0	0.0	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,244	0	0.0	7	0.2	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	12	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	7,386	5	0.1	25	0.3	11	0.1	2	0.0	7	0.1	0	0.0	5	0.1	1	0.0
Y52 NONCAREER	435	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98 MANAGERIAL	1,705	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,246	0	0.0	10	0.4	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	**42,162**	**4,317**	**10.2**	**17,170**	**40.7**	**9,450**	**22.4**	**703**	**1.7**	**2,007**	**4.8**	**1,115**	**2.6**	**1,740**	**4.1**	**2,197**	**5.2**
NON-EXCLUSIVELY REPRESENTED TOTAL	**16,038**	**5**	**0.0**	**42**	**0.3**	**12**	**0.1**	**3**	**0.0**	**8**	**0.0**	**0**	**0.0**	**5**	**0.0**	**1**	**0.0**
STATEWIDE TOTALS	**58,200**	**4,322**	**7.4**	**17,212**	**29.6**	**9,462**	**16.3**	**706**	**1.2**	**2,015**	**3.5**	**1,115**	**1.9**	**1,745**	**3.0**	**2,198**	**3.8**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 44
REPORT SEQUENCE: UNION_CD
TABLES USED: HRM_GRP1-5_DEDUCTIONS, HRM_APPT_DEPART

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
Fiscal Year 2001-02



Exclusively Represented Units

Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20, pay period ending 9-28-02.

Table 5-2

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE

RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS

PAY PERIOD ENDING SEP 28, 2002

BARGAINING UNIT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
CODE / NAME	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	623	242	22	13	2	5	9	3	4	3	4	14	664	280	2	0
6 - 10 YEARS	190	51	13	13	5	2	3	0	2	0	0	0	213	66	3	1
11- 15 YEARS	169	45	21	23	2	4	7	2	2	0	0	0	201	74	9	5
16 - 20 YEARS	87	33	17	14	7	0	5	0	1	0	0	0	117	47	3	2
21 - 25 YEARS	76	35	13	20	1	1	3	2	0	0	0	0	93	58	6	2
26 - 30 YEARS	42	31	3	20	3	0	1	1	0	1	0	0	49	53	4	5
31 - 35 YEARS	21	12	0	2	0	0	0	0	0	0	0	0	21	14	4	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,211**	**449**	**89**	**105**	**20**	**12**	**28**	**8**	**9**	**4**	**4**	**14**	**1,361**	**592**	**31**	**15**
MORE THAN 10 YEARS	398	156	54	79	13	5	16	5	3	1	0	0	484	246	26	14
AVERAGE YEARS	8.3	8.6	12.5	17.0	15.1	9.2	11.4	13.5	6.7	8.8	0.0	0.0	8.7	9.9	18.8	19.4

BARGAINING UNIT AVERAGE YEARS **9.1**

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	972	261	56	12	16	3	15	1	2	2	5	5	1,066	284	9	0
6 - 10 YEARS	332	35	19	3	8	1	9	1	0	0	0	0	368	40	10	1
11- 15 YEARS	401	36	47	7	8	0	14	2	3	0	0	0	473	45	38	2
16 - 20 YEARS	234	22	29	6	8	0	8	2	0	0	0	0	279	30	31	2
21 - 25 YEARS	260	30	26	6	10	0	13	3	0	0	0	0	309	39	36	1
26 - 30 YEARS	179	14	14	5	9	0	17	1	0	0	0	0	219	20	17	2
31 - 35 YEARS	48	2	2	0	0	0	0	0	0	0	0	0	50	2	9	1
36 - 40 YEARS	11	0	1	0	0	0	0	0	0	0	0	0	12	0	4	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**2,438**	**400**	**194**	**39**	**59**	**4**	**76**	**10**	**5**	**2**	**5**	**5**	**2,777**	**460**	**154**	**9**
MORE THAN 10 YEARS	1,134	104	119	24	35	0	52	8	3	0	0	0	1,343	136	135	8
AVERAGE YEARS	11.1	6.0	13.0	13.8	14.3	2.0	16.1	17.4	8.8	1.5	0.0	0.0	11.4	6.8	18.8	20.0

BARGAINING UNIT AVERAGE YEARS **10.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	2,209	517	244	231	52	13	59	30	10	1	11	2	2,585	794	4	4
6 - 10 YEARS	1,494	346	177	139	52	10	55	17	4	0	0	0	1,782	512	13	2
11- 15 YEARS	1,645	243	133	112	54	7	41	4	4	0	0	0	1,877	366	73	15
16 - 20 YEARS	796	89	148	110	13	4	15	3	1	1	0	0	973	207	57	15
21 - 25 YEARS	324	23	31	10	4	0	3	1	0	0	0	0	362	34	18	0
26 - 30 YEARS	107	4	9	3	0	0	1	0	0	0	0	0	117	7	6	0
31 - 35 YEARS	5	0	2	0	0	0	0	0	0	0	0	0	7	0	1	0
36 - 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**6,582**	**1,222**	**744**	**605**	**175**	**34**	**174**	**55**	**19**	**2**	**11**	**2**	**7,705**	**1,920**	**172**	**36**
MORE THAN 10 YEARS	2,879	359	323	235	71	11	60	8	5	1	0	0	3,338	614	155	30
AVERAGE YEARS	10.0	7.9	9.8	9.1	9.4	8.2	8.9	6.2	6.6	10.0	0.8	1.0	9.9	8.2	15.9	13.8

BARGAINING UNIT AVERAGE YEARS **9.6**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	43	73	28	113	0	3	2	9	3	3	0	7	76	208	1	1
6 - 10 YEARS	29	54	9	38	1	2	1	3	1	0	0	0	41	97	5	7
11- 15 YEARS	24	52	10	45	0	3	3	10	0	1	0	0	37	111	11	10
16 - 20 YEARS	5	36	2	17	0	0	1	4	0	0	0	0	8	57	1	3
21 - 25 YEARS	14	50	7	21	0	3	0	2	0	0	0	0	21	76	7	10
26 - 30 YEARS	17	55	3	35	2	2	3	0	0	0	0	0	25	92	7	10
31 - 35 YEARS	7	15	0	6	0	0	0	0	0	0	0	0	7	21	3	0
36 - 40 YEARS	1	1	0	3	0	0	0	0	0	0	0	0	1	4	0	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	0	0
BARGAINING UNIT TOTAL	**141**	**336**	**60**	**278**	**3**	**13**	**10**	**28**	**4**	**4**	**0**	**7**	**218**	**666**	**35**	**41**
MORE THAN 10 YEARS	69	209	23	127	2	8	7	16	0	1	0	0	101	361	29	33
AVERAGE YEARS	12.7	15.1	9.5	11.0	19.7	14.8	14.7	10.0	2.3	4.8	0.0	0.7	11.8	12.9	18.9	18.2

BARGAINING UNIT AVERAGE YEARS **12.7**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	393	182	7	9	0	0	5	4	17	14	5	2	427	211	1	1
6 - 10 YEARS	219	129	10	11	0	0	3	1	11	9	0	0	243	150	3	1
11- 15 YEARS	285	131	16	9	1	1	7	1	8	7	0	0	317	149	8	4
16 - 20 YEARS	109	63	11	7	1	3	3	0	8	1	0	0	132	74	2	3
21 - 25 YEARS	134	36	12	4	0	0	3	0	7	2	0	0	156	42	4	2
26 - 30 YEARS	110	10	5	0	0	0	1	0	5	0	0	0	121	10	2	0
31 - 35 YEARS	29	0	0	0	0	0	0	0	5	0	0	0	34	0	2	0
36 - 40 YEARS	11	1	0	0	0	0	0	0	1	0	0	0	12	1	2	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
BARGAINING UNIT TOTAL	**1,291**	**552**	**61**	**40**	**2**	**4**	**22**	**6**	**62**	**33**	**5**	**2**	**1,443**	**637**	**25**	**11**
MORE THAN 10 YEARS	679	241	44	20	2	4	14	1	34	10	0	0	773	276	21	9
AVERAGE YEARS	12.4	10.0	15.1	11.0	15.5	16.3	12.9	6.2	14.1	8.2	0.6	1.0	12.5	9.9	20.3	15.2

BARGAINING UNIT AVERAGE YEARS **11.7**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	262	100	9	14	1	1	8	0	7	2	5	4	292	121	0	0
6 - 10 YEARS	121	37	5	1	1	0	2	0	1	2	0	0	130	40	2	0
11- 15 YEARS	161	48	11	8	0	0	3	1	3	1	0	0	178	58	7	1
16 - 20 YEARS	58	20	10	5	0	1	0	1	0	0	0	0	68	27	1	2
21 - 25 YEARS	40	16	6	5	4	0	3	1	1	1	0	0	54	23	1	1
26 - 30 YEARS	82	7	3	2	0	0	4	0	0	1	0	0	89	10	10	1
31 - 35 YEARS	52	5	2	1	2	0	1	0	2	0	0	0	59	6	7	0
36 - 40 YEARS	19	1	0	0	0	0	0	0	0	0	0	0	19	1	3	0
MORE THAN 40 YEARS	5	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0
BARGAINING UNIT TOTAL	**800**	**234**	**46**	**36**	**8**	**2**	**21**	**3**	**14**	**7**	**5**	**4**	**894**	**286**	**32**	**5**
MORE THAN 10 YEARS	417	97	32	21	6	1	11	3	6	3	0	0	472	125	30	5
AVERAGE YEARS	13.1	9.3	14.2	11.6	21.0	8.5	13.3	19.0	11.1	11.6	0.2	0.0	13.1	9.6	25.1	19.0

BARGAINING UNIT AVERAGE YEARS **12.3**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	415	33	8	2	1	0	6	0	2	0	0	0	432	35	0	0
6 - 10 YEARS	368	67	34	4	17	0	16	0	2	0	0	0	437	71	2	0
11- 15 YEARS	197	49	32	3	5	0	13	2	2	1	0	0	249	55	0	0
16 - 20 YEARS	106	31	28	2	3	0	9	0	0	0	0	0	146	33	1	0
21 - 25 YEARS	168	17	40	2	2	0	13	0	0	0	0	0	223	19	1	0
26 - 30 YEARS	29	1	2	0	0	0	3	0	0	0	0	0	34	1	0	0
31 - 35 YEARS	17	1	1	0	0	0	1	0	0	0	0	0	19	1	0	0
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**1,304**	**199**	**145**	**13**	**28**	**0**	**61**	**2**	**6**	**1**	**0**	**0**	**1,544**	**215**	**4**	**0**
MORE THAN 10 YEARS	521	99	103	7	10	0	39	2	2	1	0	0	675	109	2	0
AVERAGE YEARS	10.9	11.6	15.3	12.3	10.7	0.0	14.8	14.0	8.5	13.0	0.0	0.0	11.5	11.6	14.0	0.0

BARGAINING UNIT AVERAGE YEARS **11.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	268	403	88	171	2	2	8	12	3	6	3	0	372	594	0	0
6 - 10 YEARS	125	125	56	84	1	1	6	3	3	0	0	0	191	213	4	3
11- 15 YEARS	107	98	51	87	2	1	7	5	2	3	0	0	169	194	7	4
16 - 20 YEARS	71	105	33	62	3	1	1	4	0	0	0	0	108	172	7	7
21 - 25 YEARS	143	190	104	120	3	0	4	4	1	0	0	0	255	314	12	14
26 - 30 YEARS	88	82	22	40	1	0	2	0	0	0	0	0	113	122	14	5
31 - 35 YEARS	17	20	6	15	0	0	1	0	0	0	0	0	24	35	2	2
36 - 40 YEARS	2	2	0	3	0	0	0	0	0	0	0	0	2	5	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**821**	**1,025**	**360**	**582**	**12**	**5**	**29**	**28**	**9**	**9**	**3**	**0**	**1,234**	**1,649**	**46**	**35**
MORE THAN 10 YEARS	428	497	216	327	9	2	15	13	3	3	0	0	671	842	42	32
AVERAGE YEARS	13.0	12.2	14.2	13.3	15.4	9.2	12.2	10.1	8.2	6.4	0.3	0.0	13.3	12.5	21.1	21.0

BARGAINING UNIT AVERAGE YEARS	**12.9**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	582	1,508	147	815	4	12	27	90	19	32	7	10	786	2,467	10	17
6 - 10 YEARS	458	869	109	313	4	10	19	61	5	18	0	0	595	1,271	12	31
11- 15 YEARS	304	602	69	310	2	11	20	56	6	12	0	0	401	991	32	68
16 - 20 YEARS	178	349	48	185	3	4	5	25	5	16	0	0	239	579	16	34
21 - 25 YEARS	360	637	61	372	1	12	7	19	8	9	0	0	437	1,049	43	81
26 - 30 YEARS	300	438	42	317	3	2	7	7	5	1	0	0	357	765	29	46
31 - 35 YEARS	67	89	11	74	0	2	0	2	1	1	0	0	79	168	7	10
36 - 40 YEARS	13	6	2	3	0	0	0	0	0	0	0	0	15	9	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
BARGAINING UNIT TOTAL	**2,263**	**4,499**	**489**	**2,389**	**17**	**53**	**85**	**260**	**49**	**89**	**7**	**10**	**2,910**	**7,300**	**149**	**287**
MORE THAN 10 YEARS	1,223	2,122	233	1,261	9	31	39	109	25	39	0	0	1,529	3,562	127	239
AVERAGE YEARS	14.1	12.2	12.4	13.4	13.0	13.2	10.7	10.1	12.4	10.6	-0.3	0.3	13.6	12.5	19.3	18.3

BARGAINING UNIT AVERAGE YEARS **12.8**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	246	1,687	46	379	1	11	12	79	7	15	3	9	315	2,180	2	12
6 - 10 YEARS	81	766	9	166	0	21	2	27	0	4	0	0	92	984	10	47
11- 15 YEARS	61	887	17	231	2	16	6	73	2	8	0	0	88	1,215	21	117
16 - 20 YEARS	35	577	14	165	0	10	5	33	1	6	0	0	55	791	16	83
21 - 25 YEARS	69	1,031	24	302	0	17	5	45	0	7	0	0	98	1,402	22	110
26 - 30 YEARS	49	648	6	195	0	3	2	11	1	1	0	0	58	858	9	72
31 - 35 YEARS	8	144	3	36	0	2	0	1	0	0	0	0	11	183	1	8
36 - 40 YEARS	0	16	0	4	0	0	0	0	0	0	0	0	0	20	0	2
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**549**	**5,757**	**119**	**1,478**	**3**	**80**	**32**	**269**	**11**	**41**	**3**	**9**	**717**	**7,634**	**81**	**451**
MORE THAN 10 YEARS	222	3,304	64	933	2	48	18	163	4	22	0	0	310	4,470	69	392
AVERAGE YEARS	10.9	13.9	12.3	15.0	10.3	13.8	11.7	12.3	7.5	11.2	0.0	0.1	11.0	14.0	17.6	18.4

BARGAINING UNIT AVERAGE YEARS **13.7**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y00 NON-SPECIFIED																
LESS THAN 6 YEARS	4	3	0	0	0	0	0	0	0	0	0	1	4	4	0	0
6 - 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**4**	**3**	**0**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**4**	**6**	**0**	**0**
MORE THAN 10 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
AVERAGE YEARS	0.0	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **2.5**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	451	378	42	63	3	2	7	9	18	18	0	0	521	470	6	0
6 - 10 YEARS	217	224	24	42	0	3	4	3	10	14	0	0	255	286	7	6
11- 15 YEARS	236	293	55	75	2	2	13	14	13	12	0	0	319	396	27	23
16 - 20 YEARS	121	207	35	66	1	4	9	6	8	8	0	0	174	291	23	15
21 - 25 YEARS	252	344	48	82	2	3	10	6	4	7	0	0	316	442	36	38
26 - 30 YEARS	240	257	19	39	1	1	3	4	6	2	0	0	269	303	31	28
31 - 35 YEARS	71	90	3	10	0	0	1	0	1	2	0	0	76	102	11	5
36 - 40 YEARS	8	12	0	2	0	0	0	1	0	0	0	0	8	15	1	4
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	**1,596**	**1,805**	**227**	**379**	**9**	**15**	**47**	**43**	**60**	**63**	**0**	**0**	**1,939**	**2,305**	**142**	**119**
MORE THAN 10 YEARS	928	1,203	161	274	6	10	36	31	32	31	0	0	1,163	1,549	129	113
AVERAGE YEARS	14.8	16.0	15.3	16.1	14.2	15.3	15.5	14.5	12.5	11.6	0.0	0.0	14.8	15.8	20.9	21.8

BARGAINING UNIT AVERAGE YEARS **15.4**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
21 - 25 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	2	0
26 - 30 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**9**	**3**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**9**	**3**	**5**	**0**
MORE THAN 10 YEARS	8	3	0	0	0	0	0	0	0	0	0	0	8	3	5	0
AVERAGE YEARS	20.4	19.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	20.4	19.0	21.6	0.0

BARGAINING UNIT AVERAGE YEARS **20.1**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	182	160	24	46	2	1	1	2	4	6	0	1	213	216	2	2
6 - 10 YEARS	344	238	54	99	6	9	8	6	9	10	0	0	421	362	10	5
11- 15 YEARS	667	385	116	161	24	4	22	13	15	13	0	0	844	576	41	28
16 - 20 YEARS	631	337	118	147	10	7	17	10	12	8	0	0	788	509	76	39
21 - 25 YEARS	787	531	108	186	12	6	20	18	11	15	0	0	938	756	105	71
26 - 30 YEARS	623	333	74	158	4	2	16	12	8	4	0	0	725	509	79	34
31 - 35 YEARS	259	121	15	45	2	0	1	3	4	2	0	0	281	171	30	12
36 - 40 YEARS	38	16	0	9	0	0	0	0	2	0	0	0	40	25	3	2
MORE THAN 40 YEARS	5	3	2	2	0	0	0	0	0	0	0	0	7	5	2	1
BARGAINING UNIT TOTAL	**3,536**	**2,124**	**511**	**853**	**60**	**29**	**85**	**64**	**65**	**58**	**0**	**1**	**4,257**	**3,129**	**348**	**194**
MORE THAN 10 YEARS	3,010	1,726	433	708	52	19	76	56	52	42	0	0	3,623	2,551	336	187
AVERAGE YEARS	19.6	18.7	18.3	19.1	17.3	15.4	19.1	19.6	18.3	16.0	0.0	0.0	19.4	18.7	22.4	21.8

BARGAINING UNIT AVERAGE YEARS **19.1**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	148	208	13	38	0	0	4	8	3	3	4	5	172	262	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	**149**	**208**	**13**	**38**	**0**	**0**	**4**	**8**	**3**	**3**	**4**	**5**	**173**	**262**	**0**	**0**
MORE THAN 10 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
AVERAGE YEARS	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.2	0.0	0.0	0.0

BARGAINING UNIT AVERAGE YEARS **0.1**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	83	58	6	9	0	0	0	2	0	2	0	2	89	73	0	1
6 - 10 YEARS	70	34	6	1	0	0	2	1	3	0	0	0	81	36	0	0
11- 15 YEARS	83	76	11	10	0	0	2	1	5	3	0	0	101	90	4	3
16 - 20 YEARS	86	56	19	15	3	0	2	2	1	1	0	0	111	74	6	5
21 - 25 YEARS	190	111	34	30	2	2	3	1	1	1	0	0	230	145	25	7
26 - 30 YEARS	261	97	26	38	2	2	5	0	3	3	0	0	297	140	36	13
31 - 35 YEARS	129	41	7	19	2	0	2	0	0	0	0	0	140	60	11	4
36 - 40 YEARS	24	5	4	1	0	0	1	0	0	0	0	0	29	6	7	1
MORE THAN 40 YEARS	2	0	0	1	0	0	0	0	0	0	0	0	2	1	1	0
BARGAINING UNIT TOTAL	**928**	**478**	**113**	**124**	**9**	**4**	**17**	**7**	**13**	**10**	**0**	**2**	**1,080**	**625**	**90**	**34**
MORE THAN 10 YEARS	775	386	101	114	9	4	15	4	10	8	0	0	910	516	90	33
AVERAGE YEARS	22.0	19.5	21.8	23.3	24.0	24.0	22.6	11.6	17.2	17.4	0.0	0.0	22.0	20.1	26.8	24.0

BARGAINING UNIT AVERAGE YEARS **21.3**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	73	279	8	54	0	2	4	3	0	6	1	3	86	347	1	1
6 - 10 YEARS	36	172	10	33	2	2	1	4	0	1	0	0	49	212	0	4
11- 15 YEARS	30	261	11	56	0	4	4	10	0	5	0	0	45	336	2	14
16 - 20 YEARS	21	128	3	37	0	4	1	13	2	2	0	0	27	184	3	15
21 - 25 YEARS	40	293	11	78	1	5	2	25	2	3	0	0	56	404	10	33
26 - 30 YEARS	44	250	4	75	2	2	0	7	0	0	0	0	50	334	6	34
31 - 35 YEARS	14	68	3	9	0	0	1	1	0	0	0	0	18	78	1	7
36 - 40 YEARS	2	12	0	5	0	0	0	0	0	0	0	0	2	17	0	1
MORE THAN 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	**260**	**1,463**	**50**	**348**	**5**	**19**	**13**	**63**	**4**	**17**	**1**	**3**	**333**	**1,913**	**23**	**109**
MORE THAN 10 YEARS	151	1,012	32	261	3	15	8	56	4	10	0	0	198	1,354	22	104
AVERAGE YEARS	15.1	16.7	15.4	18.1	19.6	17.0	12.7	19.2	20.0	11.5	0.0	0.0	15.2	16.9	22.5	22.4

BARGAINING UNIT AVERAGE YEARS **16.7**

BARGAINING UNIT CODE / NAME	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/ PACIFIC ISLANDER MALE	ASIAN/ PACIFIC ISLANDER FEMALE	NOT DISCLOSED MALE	NOT DISCLOSED FEMALE	TOTAL MALE	TOTAL FEMALE	HANDICAP MALE	HANDICAP FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	6,955	6,092	748	1,969	84	55	167	252	99	113	48	65	8,101	8,546	38	39
6 - 10 YEARS	4,084	3,147	535	948	97	61	131	127	51	58	0	0	4,898	4,341	81	108
11- 15 YEARS	4,370	3,207	600	1,137	102	53	162	194	65	66	0	0	5,299	4,657	280	294
16 - 20 YEARS	2,540	2,054	515	839	52	38	81	103	39	43	0	0	3,227	3,077	245	225
21 - 25 YEARS	2,861	3,344	525	1,238	42	49	89	127	35	45	0	0	3,552	4,803	328	370
26 - 30 YEARS	2,173	2,228	232	927	27	14	65	43	28	13	0	0	2,525	3,225	251	250
31 - 35 YEARS	744	608	55	217	6	4	8	7	13	5	0	0	826	841	89	49
36 - 40 YEARS	138	72	7	30	0	0	1	1	3	0	0	0	149	103	20	10
MORE THAN 40 YEARS	17	5	4	4	0	0	0	0	0	0	0	0	21	9	5	1
STATEWIDE TOTAL	**23,882**	**20,757**	**3,221**	**7,309**	**410**	**274**	**704**	**854**	**333**	**343**	**48**	**65**	**28,598**	**29,602**	**1,337**	**1,346**
MORE THAN 10 YEARS	12,843	11,518	1,938	4,392	229	158	406	475	183	172	0	0	15,599	16,715	1,218	1,199
AVERAGE YEARS	13.0	13.5	13.7	14.4	12.8	13.2	13.1	12.2	13.0	11.5	0.3	0.2	13.1	13.6	20.4	19.6
STATEWIDE AVERAGE YEARS			**13.4**													

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

Table 5-3

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

PAY PERIOD ENDING SEPTEMBER 28, 2002

UNIT CODE/ NAME		NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02	SAFETY & REGULATORY	1,959	3%	41.8	$17.03	1,050	54%
A31	LABOR AND TRADES	3,252	6%	44.6	$16.41	1,958	60%
C12	SECURITY	9,738	17%	39.9	$18.84	6,768	70%
E42	HUMAN SERVICES SUPPORT	886	2%	47.8	$17.25	614	69%
H21	SCIENTIFIC & ENGINEERING	2,080	4%	43.0	$25.63	1,462	70%
L32	TECHNICAL	1,181	2%	42.0	$18.13	775	66%
T01	STATE POLICE ENLISTED	1,767	3%	37.3	$22.62	1,385	78%
U11	INSTITUTIONAL	2,923	5%	44.9	$16.12	1,976	68%
W22	HUMAN SERVICES	10,226	18%	45.3	$21.33	6,974	68%
W41	ADMINISTRATIVE SUPPORT	8,361	14%	45.6	$16.60	5,841	70%
Y00	NON-SPECIFIED	10	0%	30.2	$13.00	2	20%
Y23	BUSINESS & ADMINISTRATION	4,247	7%	46.2	$25.32	3,285	77%
Y50	PENDING UNIT ASSIGNMENT	12	0%	50.2	$21.89	11	92%
Y51	SUPERVISORY	7,400	13%	48.4	$26.32	6,998	95%
Y52	NONCAREER	435	1%	24.3	$11.37	1	0%
Y98	MANAGERIAL	1,705	3%	51.0	$39.65	1,548	91%
Y99	CONFIDENTIAL	2,247	4%	45.9	$21.72	1,814	81%
STATEWIDE TOTALS		**58,429**	**100%**	**44.4**	**$21.02**	**42,462**	**73%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

Table 5-4

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY BARGAINING UNIT

PAY PERIOD ENDING SEPTEMBER 28, 2002

			Health Insurance						Dental Insurance						Vision Insurance	
	Bargaining Unit	Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	**8,361**	3,830	46%	3,509	42%	148	2%	7,167	86%	349	4%	44	1%	7,572	91%
Y23	BUSINESS & ADMINISTRATION	**4,247**	1,665	39%	2,227	52%	94	2%	3,820	90%	144	3%	35	1%	4,002	94%
Y99	CONFIDENTIAL	**2,247**	900	40%	1,105	49%	42	2%	1,984	88%	69	3%	13	1%	2,062	92%
W22	HUMAN SERVICES	**10,226**	5,728	56%	3,680	36%	176	2%	9,266	91%	328	3%	56	1%	9,671	95%
E42	HUMAN SERVICES SUPPORT	**886**	548	62%	255	29%	10	1%	766	86%	51	6%	2	0%	811	92%
U11	INSTITUTIONAL	**2,923**	1,767	60%	965	33%	16	1%	2,714	93%	41	1%	4	0%	2,759	94%
A31	LABOR AND TRADES	**3,252**	1,543	47%	1,007	31%	41	1%	2,577	79%	0	0%	11	0%	2,588	80%
Y98	MANAGERIAL	**1,705**	903	53%	708	42%	24	1%	1,612	95%	23	1%	5	0%	1,638	96%
Y52	NONCAREER	**435**	2	0%	4	1%	0	0%	6	1%	0	0%	0	0%	6	1%
Y00	NON-SPECIFIED	**10**	1	10%	1	10%	0	0%	1	10%	1	10%	0	0%	2	20%
Y50	PENDING UNIT ASSIGNMENT	**12**	4	33%	7	58%	0	0%	10	83%	1	8%	0	0%	11	92%
A02	SAFETY & REGULATORY	**1,959**	999	51%	367	19%	38	2%	1,369	70%	6	0%	12	1%	1,384	71%
H21	SCIENTIFIC & ENGINEERING	**2,080**	1,023	49%	910	44%	49	2%	1,923	92%	56	3%	12	1%	2,000	96%
C12	SECURITY	**9,738**	6,280	64%	3,002	31%	67	1%	9,139	94%	236	2%	19	0%	9,397	96%
T01	STATE POLICE ENLISTED	**1,767**	1,591	90%	143	8%	3	0%	1,727	98%	10	1%	0	0%	1,738	98%
Y51	SUPERVISORY	**7,400**	4,249	57%	2,697	36%	95	1%	6,900	93%	150	2%	21	0%	7,062	95%
L32	TECHNICAL	**1,181**	597	51%	403	34%	18	2%	988	84%	27	2%	3	0%	1,020	86%
STATEWIDE TOTALS:		**58,429**	**31,630**	**54%**	**20,990**	**36%**	**821**	**1%**	**51,969**	**89%**	**1,492**	**3%**	**237**	**0%**	**53,723**	**92%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

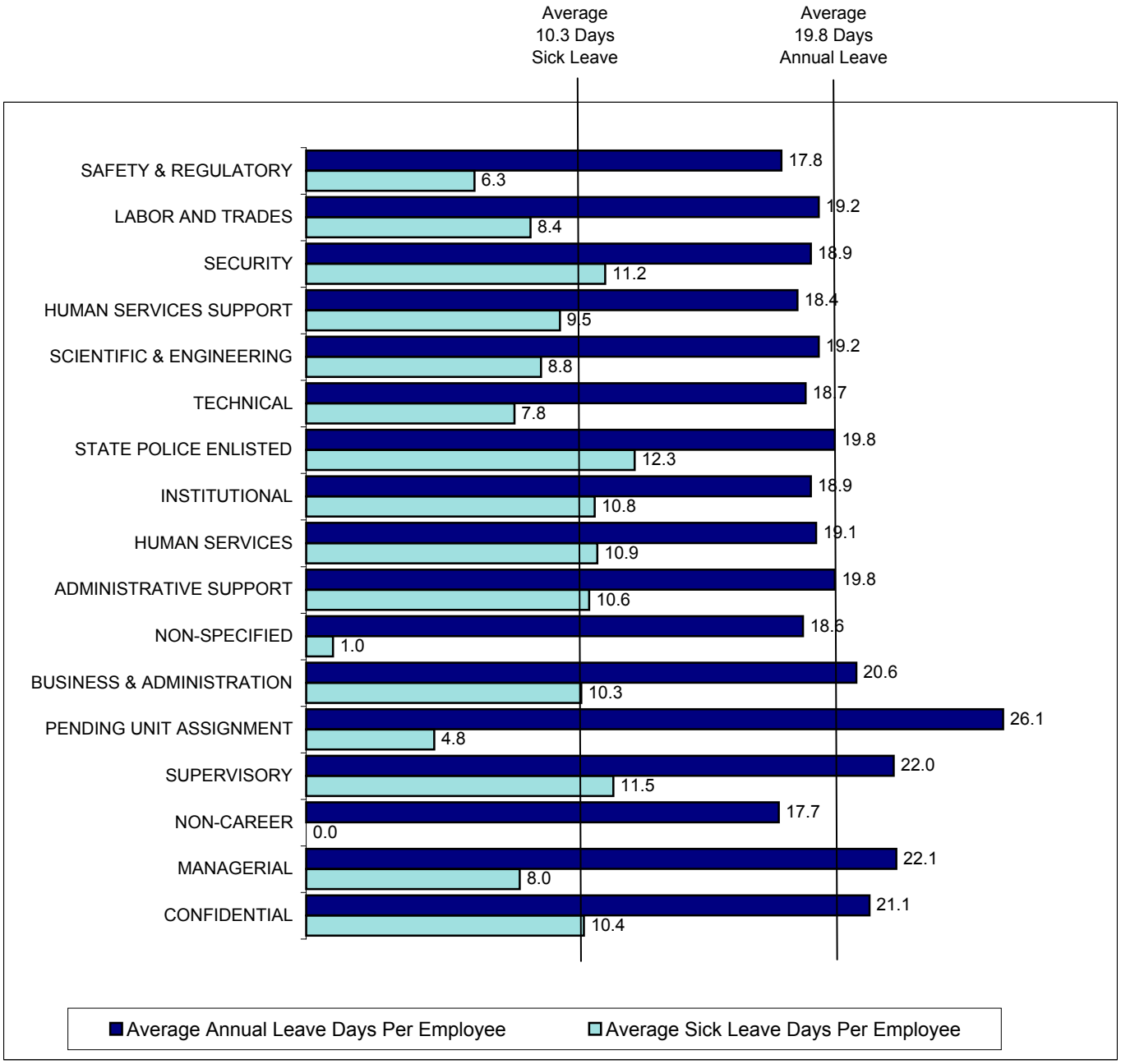
PAY PERIOD ENDING SEPTEMBER 28, 2002

			Disability Insurance				Life Insurance				Long Term Care Insurance	
	Bargaining Unit	Total Employees	Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	**8,361**	7,238	87%	161	2%	7,288	87%	495	6%	969	12%
Y23	BUSINESS & ADMINISTRATION	**4,247**	3,788	89%	46	1%	3,788	89%	347	8%	1,026	24%
Y99	CONFIDENTIAL	**2,247**	2,062	92%	24	1%	2,056	91%	141	6%	495	22%
W22	HUMAN SERVICES	**10,226**	9,306	91%	0	0%	9,474	93%	724	7%	1,448	14%
E42	HUMAN SERVICES SUPPORT	**886**	682	77%	0	0%	814	92%	71	8%	75	8%
U11	INSTITUTIONAL	**2,923**	2,634	90%	1	0%	2,856	98%	49	2%	91	3%
A31	LABOR AND TRADES	**3,252**	2,432	75%	21	1%	2,582	79%	126	4%	131	4%
Y98	MANAGERIAL	**1,705**	1,605	94%	44	3%	1,537	90%	114	7%	549	32%
Y52	NONCAREER	**435**	5	1%	1	0%	7	2%	1	0%	1	0%
Y00	NON-SPECIFIED	**10**	2	20%	0	0%	2	20%	0	0%	0	0%
Y50	PENDING UNIT ASSIGNMENT	**12**	11	92%	0	0%	11	92%	0	0%	5	42%
A02	SAFETY & REGULATORY	**1,959**	1,249	64%	94	5%	1,251	64%	111	6%	146	7%
H21	SCIENTIFIC & ENGINEERING	**2,080**	1,727	83%	20	1%	1,832	88%	188	9%	335	16%
C12	SECURITY	**9,738**	9,247	95%	0	0%	9,465	97%	268	3%	257	3%
T01	STATE POLICE ENLISTED	**1,767**	1,659	94%	1,296	73%	0	0%	22	1%	104	6%
Y51	SUPERVISORY	**7,400**	7,174	97%	252	3%	6,697	91%	343	5%	1,332	18%
L32	TECHNICAL	**1,181**	925	78%	23	2%	909	77%	93	8%	108	9%
STATEWIDE TOTALS:		**58,429**	**51,746**	**89%**	**1,983**	**3%**	**50,569**	**87%**	**3,093**	**5%**	**7,072**	**12%**

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

Graph 5-3

ANNUAL LEAVE AND SICK LEAVE USAGE BY BARGAINING UNIT
Fiscal Year 2001-02



Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period beginning 10-1-01 through pay period ending 9-28-02.

SICK LEAVE USAGE ANALYSIS BY BARGAINING UNIT

Table 5-5

FROM PAY PERIOD BEGINNING SEP 30, 2001 TO PERIOD ENDING SEP 28, 2002

UNION CODE	UNION CODE DESCRIPTION	NUMBER OF EMPLOYEES	TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	2,603	130,280.9	50.1	6.3
A31	LABOR AND TRADES	4,074	272,267.1	66.8	8.4
C12	SECURITY	10,440	936,936.9	89.7	11.2
E42	HUMAN SERVICES SUPPORT	1,071	81,439.8	76.0	9.5
H21	SCIENTIFIC & ENGINEERING	2,204	154,594.3	70.1	8.8
L32	TECHNICAL	1,515	95,011.7	62.7	7.8
T01	STATE POLICE ENLISTED	1,836	181,034.6	98.6	12.3
U11	INSTITUTIONAL	3,724	321,476.6	86.3	10.8
W22	HUMAN SERVICES	11,696	1,024,496.3	87.6	10.9
W41	ADMINISTRATIVE SUPPORT	9,683	821,162.7	84.8	10.6
Y00	NON-SPECIFIED	12	94.4	7.9	1.0
Y23	BUSINESS & ADMINISTRATION	4,660	382,523.2	82.1	10.3
Y50	PENDING UNIT ASSIGNMENT	12	464.9	38.7	4.8
Y51	SUPERVISORY	8,506	782,831.0	92.0	11.5
Y52	NONCAREER	675	152.0	0.2	0.0
Y98	MANAGERIAL	1,904	122,530.9	64.4	8.0
Y99	CONFIDENTIAL	2,513	209,333.7	83.3	10.4
STATEWIDE TOTAL		67,128	5,516,630.8	82.2	10.3

Note: Sick leave usage calculation does not include sick leave paid at separation. The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.

MAIN MIDB CIVIL SERVICE WORKFORCE 29
REPORT SEQUENCE: UNION_CODE, UNION_CODE_DESC
Tables Used: HRS/HRM_PAYROLL_CURR

Table 5-6

ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY BARGAINING UNIT

Pay Period Ending September 28, 2002

BARGAINING UNIT CODE/NAME		ANNUAL LEAVE				DEFERRED HOURS			
		NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	1,568	223,828.0	142.7	17.8	0	0.0	0.0	0.0
A31	LABOR AND TRADES	2,827	434,032.6	153.5	19.2	2	177.0	88.5	11.1
C12	SECURITY	10,027	1,513,697.0	151.0	18.9	28	563.1	20.1	2.5
E42	HUMAN SERVICES SUPPORT	823	121,177.1	147.2	18.4	1	0.5	0.5	0.1
H21	SCIENTIFIC & ENGINEERING	2,078	318,435.0	153.2	19.2	10	283.0	28.3	3.5
L32	TECHNICAL	1,107	165,275.2	149.3	18.7	1	55.0	55.0	6.9
T01	STATE POLICE ENLISTED	1,825	288,708.1	158.2	19.8	0	0.0	0.0	0.0
U11	INSTITUTIONAL	3,031	458,926.5	151.4	18.9	4	63.2	15.8	2.0
W22	HUMAN SERVICES	10,368	1,581,376.1	152.5	19.1	49	2,150.5	43.9	5.5
W41	ADMINISTRATIVE SUPPORT	8,474	1,341,415.2	158.3	19.8	42	1,538.0	36.6	4.6
Y00	NON-SPECIFIED	2	297.0	148.5	18.6	0	0.0	0.0	0.0
Y23	BUSINESS & ADMINISTRATION	4,339	716,155.2	165.1	20.6	31	990.7	32.0	4.0
Y50	PENDING UNIT ASSIGNMENT	11	2,297.4	208.9	26.1	0	0.0	0.0	0.0
Y51	SUPERVISORY	7,769	1,370,245.6	176.4	22.0	68	2,562.2	37.7	4.7
Y52	NONCAREER	2	283.5	141.8	17.7	0	0.0	0.0	0.0
Y98	MANAGERIAL	1,754	310,570.9	177.1	22.1	12	431.5	36.0	4.5
Y99	CONFIDENTIAL	2,328	393,040.2	168.8	21.1	20	811.1	40.6	5.1
STATEWIDE		**58,333**	**9,239,760.5**	**158.4**	**19.8**	**268**	**9,625.8**	**35.9**	**4.5**

Note: This report includes both annual leave and personal leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 32
REPORT SEQUENCE: UNION CD
TABLES USED: HRM_EMPLOYEES, PROFILE_HRS_PAY_PERIOD

STATE CLASSIFIED EMPLOYEE
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE
Fiscal Year 2001-02

UNION CODE	BARGAINING UNIT	AVERAGE SICK LEAVE DAYS PER EMPLOYEE	AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE	TOTAL AVERAGE DAYS PER EMPLOYEE
A02	SAFETY & REGULATORY	6.3	17.8	24.1
A31	LABOR AND TRADES	8.4	19.2	27.6
C12	SECURITY	11.2	18.9	30.1
E42	HUMAN SERVICES SUPPORT	9.5	18.4	27.9
H21	SCIENTIFIC & ENGINEERING	8.8	19.2	28.0
L32	TECHNICAL	7.8	18.7	26.5
T01	STATE POLICE ENLISTED	12.3	19.8	32.1
U11	INSTITUTIONAL	10.8	18.9	29.7
W22	HUMAN SERVICES	10.9	19.1	30.0
W41	ADMINISTRATIVE SUPPORT	10.6	19.8	30.4
Y00	NON-SPECIFIED	1.0	18.6	19.6
Y23	BUSINESS & ADMINISTRATION	10.3	20.6	30.9
Y50	PENDING UNIT ASSIGNMENT	4.8	26.1	30.9
Y51	SUPERVISORY	11.5	22.0	33.5
Y52	NON-CAREER	0.0	17.7	17.7
Y98	MANAGERIAL	8.0	22.1	30.1
Y99	CONFIDENTIAL	10.4	21.1	31.5
	STATEWIDE AVERAGE	10.3	19.8	30.1

Source: MAIN MIDB Civil Service HWF29 and HWF32, pay period ending 9-28-02.

STATE CLASSIFIED EMPLOYEE
SICK LEAVE USAGE COMPARISON BY BARGAINING UNIT
(Average Days Per Employee)

Fiscal Years 1997-98 through 2001-02

UNION CODE	BARGAINING UNIT	1997-98	1998-99	1999-00	2000-01	2001-02
A02	SAFETY & REGULATORY	9.0	10.2	10.5	4.7	6.3
A31	LABOR AND TRADES	9.8	10.2	10.3	8.9	8.4
C12	SECURITY	10.6	11.1	11.3	10.0	11.2
E42	HUMAN SERVICES SUPPORT	9.6	10.5	11.6	10.0	9.5
H21	SCIENTIFIC & ENGINEERING	8.7	8.9	9.0	7.9	8.8
L32	TECHNICAL	7.6	8.1	8.5	7.2	7.8
T01	STATE POLICE ENLISTED	9.0	8.6	9.7	8.8	12.3
U11	INSTITUTIONAL	10.7	11.2	11.0	10.9	10.8
W22	HUMAN SERVICES	9.8	10.3	10.5	10.1	10.9
W41	ADMINISTRATIVE SUPPORT	10.0	10.2	10.4	10.0	10.6
Y00	NON-SPECIFIED	--	--	--	2.4	1.0
Y23	BUSINESS & ADMINISTRATION	8.9	9.3	9.6	9.1	10.3
Y50	PENDING UNIT ASSIGNMENT	7.7	8.8	5.6	4.2	4.8
Y51	SUPERVISORY	9.9	10.4	10.6	9.6	11.5
Y52	NON-CAREER	0.0	0.0	0.0	0.0	0.0
Y98	MANAGERIAL	10.4	7.8	8.5	6.7	8.0
Y99	CONFIDENTIAL	8.9	9.5	9.8	9.6	10.4
	STATEWIDE AVERAGE	9.8	10.2	10.4	9.3	10.3

Source: MAIN, MIDB Civil Service HWF29, for the last full pay period in each fiscal year.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-9

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO. OF EMPLOYEES	SAFETY & REGULATION	LABOR AND TRADES	SECURITY	HUMAN SERVICES SUPPORT	SCIENTIFIC & ENGINEERING	TECHNICAL	STATE POLICE ENLISTED	INSTITUTIONAL	HUMAN SERVICES	ADMINISTRATIVE SUPPORT	TOTAL EXCLUSIVELY REPRESENTED
AGRICULTURE	79	664	47	43	0	0	248	24	0	0	0	101	463
ATTORNEY GENERAL	11	514	20	3	0	0	0	0	0	0	0	114	137
AUDITOR GENERAL	03	172	0	2	0	0	0	0	0	0	0	2	4
CAREER DEVELOPMENT	80	1,058	4	11	0	156	1	2	0	14	356	174	718
CIVIL RIGHTS	15	162	0	0	0	0	0	0	0	0	72	23	95
CIVIL SERVICE	19	195	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	5,071	43	152	464	1	106	56	0	1,440	675	569	3,506
CONSUMERS & INDUSTRY SERVICES	67	3,581	264	49	0	604	121	6	0	0	279	718	2,041
CORRECTIONS	47	17,451	11	898	9,161	0	13	83	0	525	2,114	1,333	14,138
EDUCATION	31	379	2	7	0	2	0	0	0	26	96	102	235
ENVIRONMENTAL QUALITY	76	1,499	33	2	0	0	786	47	0	0	1	236	1,105
EXECUTIVE OFFICE	01	49	0	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	43	11,896	264	84	0	121	5	4	0	401	6,501	1,792	9,172
HISTORY ARTS AND LIBRARIES	25	318	33	55	0	0	5	2	0	0	54	53	202
MANAGEMENT & BUDGET	07	1,715	8	346	0	0	37	19	0	0	0	286	696
MILITARY AFFAIRS	51	957	29	151	0	0	18	10	0	459	26	63	756
NATURAL RESOURCES	75	2,678	920	550	0	0	190	243	0	12	29	242	2,186
STATE	23	2,014	34	22	0	0	0	0	0	0	0	1,289	1,345
STATE POLICE	55	3,064	168	40	0	0	71	69	1,759	5	0	357	2,469
TRANSPORTATION	59	3,102	62	786	0	0	477	614	0	0	1	284	2,224
TREASURY	27	1,661	11	36	0	0	2	1	0	1	6	613	670
		58,200	**1,953**	**3,237**	**9,625**	**884**	**2,080**	**1,180**	**1,759**	**2,883**	**10,210**	**8,351**	**42,162**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY HRS DEPARTMENT

Table 5-10

PAY PERIOD NUMBER 21, ENDING SEP 28, 2002

NON-EXCLUSIVELY REPRESENTED

HRS DEPARTMENT		NO OF EMPLOYEES	BUSINESS AND ADMINISTRATIVE	CONFIDENTIAL	MANAGERIAL	NON-CAREER	PENDING UNIT ASSIGNMENT	SUPERVISORY	TOTAL NERE'S
AGRICULTURE	79	664	46	20	26	30	1	78	201
ATTORNEY GENERAL	11	514	20	57	289	0	0	11	377
AUDITOR GENERAL	03	172	7	81	31	4	0	45	168
CAREER DEVELOPMENT	80	1,058	152	33	45	14	0	96	340
CIVIL RIGHTS	15	162	16	23	11	1	0	16	67
CIVIL SERVICE	19	195	8	152	18	5	0	12	195
COMMUNITY HEALTH	39	5,071	458	130	175	44	6	752	1,565
CONSUMERS & INDUSTRY SERVICES	67	3,581	757	168	173	69	9	364	1,540
CORRECTIONS	47	17,451	265	324	177	35	0	2,512	3,313
EDUCATION	31	379	59	31	21	3	0	30	144
ENVIRONMENTAL QUALITY	76	1,499	88	42	25	26	0	213	394
EXECUTIVE OFFICE	01	49	0	49	0	0	0	0	49
FAMILY INDEPENDENCE AGENCY	43	11,896	572	539	197	12	2	1,402	2,724
HISTORY ARTS AND LIBRARIES	25	318	22	10	23	40	0	21	116
MANAGEMENT & BUDGET	07	1,715	464	195	122	62	0	176	1,019
MILITARY AFFAIRS	51	957	30	24	14	1	0	132	201
NATURAL RESOURCES	75	2,678	106	50	52	15	0	269	492
STATE	23	2,014	192	78	48	24	0	327	669
STATE POLICE	55	3,064	120	48	53	9	0	365	595
TRANSPORTATION	59	3,102	240	126	94	31	4	383	878
TREASURY	27	1,661	622	66	111	10	0	182	991
GRAND TOTAL:		**58,200**	**4,244**	**2,246**	**1,705**	**435**	**22**	**7,386**	**16,038**

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 06
REPORT SEQUENCE: HRM_DEPT_CD_DESC
TABLES USED: HRM_APPT_DEPART

EMPLOYEE ORGANIZATION MEMBERSHIP ANALYSIS FOR NON-REPRESENTED UNITS BY DEPARTMENT

PAY PERIOD ENDING SEPTEMBER 28, 2002

Department	Total Employees	Assoc. Of State Executives	Michigan Assoc Of Gov't Employees	Police Officer Assoc. of Michigan	Michigan Inst. Supv. Union	Michigan Nurses Assoc.	Michigan State Employees Assoc.	Michigan State Police Command Officers Assoc.	UAW	Michigan State Employees Assoc.	Total
AGRICULTURE	201	0	6	0	0	0	0	0	0	0	6
ATTORNEY GENERAL	377	0	0	0	0	0	0	0	1	0	1
AUDITOR GENERAL	168	0	3	0	0	0	0	0	0	0	3
CAREER DEVELOPMENT	340	7	13	0	1	0	0	0	1	0	22
CIVIL RIGHTS	67	0	3	0	0	0	0	0	0	0	3
CIVIL SERVICE	195	0	2	0	0	0	0	0	0	0	2
COMMUNITY HEALTH	1,570	0	205	0	31	29	0	0	1	0	266
CONSUMERS & INDUSTRY SERVICES	1,540	22	31	0	1	0	0	0	4	0	58
CORRECTIONS	3,323	3	313	0	521	2	4	0	12	0	855
EDUCATION	144	1	0	0	1	0	0	0	1	0	3
ENVIRONMENTAL QUALITY	394	1	9	0	0	0	0	0	0	0	10
EXECUTIVE OFFICE	49	0	0	0	0	0	0	0	0	0	0
FAMILY INDEPENDENCE AGENCY	2,725	5	340	0	53	0	0	0	16	0	414
HISTORY ARTS AND LIBRARIES	116	0	1	0	0	0	0	0	0	0	1
MANAGEMENT & BUDGET	1,019	3	8	0	6	0	0	0	0	0	17
MILITARY AFFAIRS	201	2	16	0	38	0	0	0	2	0	58
NATURAL RESOURCES	492	1	46	0	1	0	0	0	0	0	48
STATE	670	1	40	0	12	0	0	0	0	0	53
STATE POLICE	596	0	22	0	1	0	0	176	0	0	199
TRANSPORTATION	878	3	33	0	1	0	1	0	2	0	40
TREASURY	991	1	20	0	2	0	0	0	2	0	25
STATEWIDE TOTALS:	**16,056**	**50**	**1,111**	**0**	**669**	**31**	**5**	**176**	**42**	**0**	**2,084**

Note: This report reflects classified non-exclusively represented employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- **AA**: Full-time (Classified)
- **AB**: Part-time (Classified)
- **AC**: Permanent Intermittent (Classified)
- **AD**: Limited Term (Classified)
- **AE**: Seasonal (Classified)
- **AF**: Unclassified
- **AP**: Workers Compensation
- **AQ**: Non Career/Per Diem
- **AR**: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Handicapper - Any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

> **01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.
>
> **02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.
>
> **03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.
>
> **04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.
>
> **05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

A Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM) Michigan Corrections Organization (MCO)

C

E Local 31-M, Service Employees International Union, AFL-CIO (SEIU)

H Michigan Public Employees (MPES)

L United Technical Employees Association (UTEA)

T Michigan State Police Troopers Association (MSPTA)

U American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)

W United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)

Y No Exclusive Employee Organization Representation

Z Unclassified - No Exclusive Employee Organization

Unit Code	Unit
01	**State Police Enlisted Unit** This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	**Safety and Regulatory Unit** Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.

11 **Institutional Unit**
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.

12 **Security Unit**
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.

21 **Scientific and Engineering Unit**
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

22 **Human Services Unit**
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

23 **Business and Administrative Unit**
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.

31 **Labor and Trades Unit**
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.

32 **Technical Unit**
Employees in this unit provide support services in the area of science and engineering.

41 **Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.

42 **Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.

50 **Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.

51 **Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 **Non-Career**
Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 **Managerial Unit**

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 **Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.